THE

DECEMBER *Midmonthly* SURVEY

Charity as Usual

SOLOMON LOWENSTEIN

For Public Works

OTTO T. MALLERY

Steady on the Job

RUTH BROWNLOW

Health for a Cent

LEIGH MITCHELL HODGES

Adequate Salaries

THE EARL OF CAMPERDOWN

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Entering a New Year

BEING duly called to meet and equally duly called to order, after the seemly manner of a membership corporation, the members of Survey Associates, Inc., have re-elected four members of the Board of Directors for the ensuing four years: Jacob Billikopf, Alexander M. Bing, Frances G. Curtis, and Rita W. Morgenthau.

The Board of Directors, having in their turn met, have elected the following officers: President, Robert W. de Forest; vice-presidents, Julian W. Mack, V. Everit Macy; chairman of the board, Julian W. Mack; secretary, John Palmer Gavit; treasurer, Arthur Kellogg.

After which formalities, the meeting may be turned over to the members for discussion:

DEAR FRIENDS OF THE SURVEY: When we send a cheque, it is generally out of a sense of duty, and the operation is seldom quite painless. In this case, however, I feel really glad to be reminded that the time has come to fulfil my annual pledge. The Survey has been all along the year like a good film: full of novelty, of interest and of life. To these qualities it has added truth and a constructive spirit, together with the most artistic features. Do you wonder then that I look forward to its arrival in my mail as if it were a dear old friend? RENE SAND
Paris, France

MY DEAR MR. KELLOGG: Sincerest congratulations on the results of your operations as shown in the annual report received yesterday. Fine. Keep it up. Cordially yours,
New York HENRY ITTLESON

MY DEAR JUDGE MACK: I have your favor requesting $100 for the Survey Associates for 1929 and take pleasure in handing you enclosed herewith check for the amount. I had not forgotten or overlooked it, but have had your telegram on my desk hoping that I could pick up $100 some way to send you. Up to the present time I have not been so fortunate, but I am sending it just the same. After reading Mr. Kellogg's article on the unemployed recently I have decided that his article is worth $100 and so I am making money on the deal. BEN SELLING
Portland, Oregon

DEAR MR. KELLOGG: I'm sorry I have been remiss in redeeming my pledge. I have been in poor health since about Easter and away from my job most of the time and my correspondence and other responsibilities are consequently in a chaotic condition. I'm going to send my ten dollars immediately and not let your notice get buried under the unanswered letters. JOHN MAGEE
American Church Mission
Hsiakwan, Nanking, China

GENTLEMEN: My new Midmonthly was a pleasing surprise. It is most attractive throughout in its every phase. It makes one leave all other reading until it has been read from its splendid blue cover to the last page. May this "new model" carry its precious freight to every corner of the land—and to many other lands.

It is with gratification that I sign and enclose my pledge card, wishing you added success. MARY L. WESTON
Brewster, Massachusetts

DEAR MR. GAVIT: May you have a very gratifying response to your appeal. The Survey improves from month to month, it seems to me, and I am more and more impressed with the value of the work you are doing. It is a pleasure, indeed, to contribute to this laudable cause.
Pleasantville, New York DE WITT WALLACE

MY DEAR SIR: I am much honored by your invitation to become a real member of the Survey "family." And it is only my poverty which prevents me from responding with joy to the privilege. "Poverty is a weary thing," but I wouldn't mind except that I have so little to *share*. I have subscribed again for The Survey for 1930 in combination with The American Journal of Nursing, so I am still a "poor relation" to the family, and am cordially interested in The Survey's "educational endeavor" and the illumination which you so signally accomplish. I make each number of The Survey do multiplied duty by passing it on to an appreciative but impecunious reader or several such. This is not meant to be a hard-luck story. I am devotedly thankful to be able (after forty years of nursing) by strict economy to escape being a dependent. ALICE ANTISDALE
Allegan, Michigan

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The Gist Of It

THE stock market plunged into what seemed to be the bottomless pit just as the Jewish Federation of New York City was raising the final million and a half of money on which every Jewish charity in the city depends. SOLOMON LOWENSTEIN, executive director of Federation, tells on page 327 how the campaign dropped for three weeks, was revived, and went triumphantly on to its goal. He modestly omits any reference to the undismayed leadership which he gave to the intricate organization which did the work. Community chests all over the country have exceeded their records of last year. Charity as Usual is more than a slogan—it is a fact.

SURVEY readers will remember the notable discussion of the use of public works to stabilize employment in the issue of April 1, written by OTTO T. MALLERY of Philadelphia, a member of the President's Unemployment Conference in 1921. On page 329, Mr. Mallery sets forth the practical application of this plan in our present national situation.

THE machinery that Cincinnati as a community has set up to deal with the problem of industrial unemployment, and how it works is told (page 330) by RUTH BROWNLOW, a graduate of the Pulitzer School of Journalism, and formerly a feature writer for a New York newspaper, who now makes her home in Cincinnati.

TWO of the speakers at the conference in New York on December 16 and 17, at which the National Child Labor Committee is celebrating its twenty-fifth anniversary, will be GRACE ABBOTT, chief of the federal Children's Bureau, and FELIX ADLER, head of the Ethical Culture Society and trustee emeritus of the committee. On page 333 Miss Abbott and Dr. Adler look back over our national progress during the last quarter century in accepting our responsibility toward child workers, and tell about the growth in spirit and in method which the years have brought in our effort to safeguard young toilers in America.

AS readers of the article on page 335 may surmise, LEIGH MITCHELL HODGES was the enthusiastic columnist on The Philadelphia North American when the first Christmas Seals were sold. He has more recently held a similar post—or column—with The Evening Bulletin and he is publicity director of the Children's Bureau.

HOW the State of New York looks after its young citizens who are injured in industry is discussed, page 337, by GRACE OVERMYER, recently appointed director of publications, New York State Department of Labor. Miss Overmyer bases her description of what has been done and what most urgently needs doing on a forthcoming report, A Study of the Double Compensation Law.

ROSE BRISKEN, who tells on page 338 how Comrade Mathews found a refuge from reality, was formerly with the Jewish Welfare and the Family Society of Philadelphia, and now is district consultant for the Associated Charities of Cincinnati.

ON page 340, meet the "new" school teacher, whose work gears in so closely with that of social workers that she is naturally regarded as "one of the family." This is the third of our "Meet Mr." series, through which various branches of professional social work are being introduced to one another. Survey readers will remember ELISABETH IRWIN'S thoroughly delightful account of her own experience, as a psychologist working under the Public Education Association, in applying "new" school methods to public school conditions in New York City (see The Survey, June 1, 1928, page 273).

THE EARL OF CAMPERDOWN not only believes that adequate salaries are necessary to free social workers to do their best work, but as president of the board of directors of the Cooperative Workrooms for Handicapped Women in Boston, he has been instrumental in putting into effect a plan to ensure that desirable end (page 341). Retirement pensions now have a place in his thinking for the future. That the Earl of Camperdown does not believe that advancing years require declining interests is evident from his personal example: at 84 he spends his mornings, practically without exception, in the office of the social agency whose development he has so closely at heart.

CLARE M. TOUSLEY, assistant director of the Charity Organization Society of New York, tells of "acres of diamonds" in the publicitor's own front yard.

WENDELL F. JOHNSON is director of the Social Service Federation of Toledo. The story of how his organization slew the dragon Overhead, suggests a new front on which to attack the monster that creeps up at budget time. Page 354.

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Drawing by Gerta Ries

Distracted mother: *"Oh DOCTOR, Jimmie has licked the gum off all the Christmas seals. What SHALL I do?"*

Doctor's voice on the telephone: *"Buy some more seals, madam. They're only a penny apiece."*

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THE SURVEY

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The Good Samaritan in a Taxi

THE Demon Rum has played one of his dirtiest tricks on John Lovejoy Elliott. Ever since 1896, when he organized Hudson Guild to serve the people of the Lower West Side of New York City, he has become more ardently and more sturdily a prohibitionist on the basis of his experience. On the last Sunday evening in November, a neighbor whose monumental thirst outran all sense and law, turned up in such plight that medical treatment, both immediate and prolonged, was all that could save him. Dr. Elliott, after the manner of settlement folk, loaded the drunk into a taxicab and started with him for Bellevue Hospital. On the way, the driver ran his cab into an El pillar and broke Dr. Elliott's leg. So that now the inebriate lies in a bed in the psychopathic ward, thinking about goodness knows what, while Dr. Elliott lies in another and very painful bed in the broken-bone ward, contemplating a postscript to the story of the Good Samaritan, with remarks about the Jericho Road where, though there were highwaymen, the travel was by gentle asses and camels, as contrasted with Twenty-eighth Street buzzing with yellow-backed motors.

Miracle Seeds

THE advent of an heir to a throne can hardly have occasioned greater expectations and anxiety than the development of one little grove of trees in Hawaii. Planted in 1921 by the Territorial Board of Agriculture and Forestry, these chaulmoogra trees have just begun to bear fruit like oranges from the seeds of which is made the newly recognized cure for leprosy. For centuries these seeds have been sold in the bazaars of the Orient; they were reputed to have cured an ancient king of Benares. Scientific interest was aroused a number of years ago, and in 1918 lepers treated with extracts of chaulmoogra in a hospital in Honolulu were released, for the first time in scientific history, with the verdict, "apparently cured." The next year Joseph F. Rock, explorer for the U. S. Department of Agriculture, set out for the Orient to get the seeds of these trees. After many discouragements he found some of the fruit in the jungles of Burma, quite literally beset by tigers, wild elephants, bears and monkeys. The seeds were carefully packed and sent back to be germinated in tropical nurseries. While the seedling trees have been growing, scientists have evolved more effective means of preparing the extracts for medicinal use. and in leper colonies all over the world the treatment has been continued, with records of cure and release from a creeping, loathsome death. The fruit now ripening in the Hawaiian grove will be used in the treatment of lepers at Kalaupapa, Molokai, and as the supply becomes more plentiful, its derivatives will be prepared and sent to sufferers who may need it in other parts of the world.

Conscience and Christmas Candy

TWENTY years ago the National Consumers' League used to appeal to its members to "Discourage Christmas Cruelties," meaning the employment late at night of young boys and girls in delivery departments of the great retail stores, long hours of work for everybody in factories, stores, and delivery service, terrible overcrowding during the last days before Christmas with rush, and hurry and irregular meals for those who made and sold the gifts with which we celebrated the coming of the Holy Child. Those evils are now ancient history. The federal government begins before Thanksgiving to entreat us all to buy our gifts early, to wrap them carefully, to address them clearly, and mail them before Christmas Day. Nowadays it is good form and good business to do these things.

This year there are other opportunities for expressing the Christmas spirit in industry. For instance, we can, if we will, exercise conscience in the choice of our Christmas candy. This is the second year of this new opportunity. Last year it was an experiment of New York and Ohio alone. Now the state Consumers' Leagues in Pennsylvania and New Jersey also unite in preparing a Combined Candy White List, which offers products of all grades and prices.

This year the National Consumers' League cooperates, issuing white lists free on application at 156 Fifth Avenue, New York City. It finds in the standards underlying the White List, the only workable device yet discovered for keeping the light permanently turned on women's wages,

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small though the candy trade is compared with the stupendous area of women's share in industry.

The candy trade was selected because it employs in a highly seasonal occupation masses of ill-paid women under physical conditions hitherto utterly unstandardized. The beginning wage, fourteen dollars, is accepted because it is the highest upon which a large number of employers can be induced to agree. No one pretends that it is a living wage, especially as there are long dull seasons after which the women returning to work must again accept a beginners wage. They are perpetual beginners.

Every factory on the current list has been either newly admitted after examination, or found to *comply* with the standards on re-examination. How rapidly the list can be extended and the workers' conditions improved depends wholly upon the sustained interest of the shopping public.

Thrifty Ounces of Prevention

A LONG-CHERISHED dream for New York comes a step nearer realization in Mayor Walker's pledge to give all support within his power to a program for building a chain of twenty district health centers within the next five years. At the mayor's request, the program was submitted by the Committee on Neighborhood Health Development, which was nominated several months ago by Dr. Shirley W. Wynne, health commissioner of the city, and includes representatives of leading health and welfare agencies. The plans call for a capital expenditure of approximately $5,000,000 to build and equip the twenty health centers at the rate of four a year and an eventual addition of about $1,000,000 to the budget of the Health Department to operate them. Each health center's program would be developed to supplement and extend the work of the voluntary agencies in the district in question, thus coordinating effectively activities wider than those of the Health Department alone. The Health Department would administer the building, but the voluntary agencies would be invited to occupy space in it, as has been done in the demonstration health centers financed by the private agencies. The committee invokes the old adage of the ounce of prevention, in pointing out that while $18,000,000 is wisely spent each year to maintain New York's Department of Hospitals for people already sick, the preventive program which the health centers would make possible could be run at the comparatively small cost of $1,000,000, with certain results in reducing human misery due to sickness and preventable death.

Clifford Beers Marches On

TWENTY-ONE years ago one man, fired by the sufferings he himself had been able to surmount, brought together a little gathering of fourteen people who organized the Connecticut Society for Mental Hygiene. "After all," wrote Clifford W. Beers in the prospectus of that society, the first mental hygiene document, properly speaking, ever published, "what the insane most need is a friend." The chief object of the society was defined as "the improvement of conditions among those actually insane and confined, and the protection of the mental health at large." A year later the National Society for Mental Hygiene was formed. When its friends came together a few weeks ago in New York to celebrate its twentieth anniversary at a dinner which drew psychiatrists and other interested citizens from the whole northeastern quarter of the United States, there was a sense of exhilaration in progress such as is seldom deserved by twenty years in the life of an organization or individual.

The idea of "mental hygiene" has spread from coast to coast through state and local societies, and its growth throughout the world is witnessed in the first international congress, to be held in Washington next May, with participating groups from a score of countries, and the tireless Clifford Beers as secretary-general. The narrower aims of Connecticut have been realized nationally in scores of specific studies and surveys; the grosser evils of jail and almshouse care of the mentally ill have been largely eliminated; the treatment of mental diseases has been revolutionized, facilities for care increased and improved, and gradually the legal attitude expressed in the word "insane" is being supplanted in hospital procedure, court cases and public thinking by the more scientific and humane conception of mental illness.

Beyond these records of achievement, however, lies a wider horizon that must have astonished even the founder of the movement. The American Foundation for Mental Hygiene, created last spring, sets a goal of mental health in terms of all humanity—"for the maintenance of the strong, for the re-fitting of the weak and sick to their health and opportunity, and for their deliverance to a useful life in the community and that pursuit of happiness which is the proper promise of creation." In a world of people bred and maintained in mental health, free to attain their maximum of individual usefulness and happiness, there would be no such sorry burden of poverty, crime, war, conflict and misery of all kinds, as that which weighs our present world. Toward this utopian goal, despite its tragically absurd limitation of funds, its uphill road toward public understanding, the National Committee for Mental Hygiene shows a twenty-year record that kindles hopeful expectations of human progress.

Rent Versus Clothes

IF it takes a minumum of $14.69 to pay for a room and three meals a day in New York City, and if the current beginner's wage for girls varies from $13 to $15, where are clothes to come from, to say nothing of such luxuries as carfares, movies or a much needed vacation? That's a poser, reminiscent of the old minstrel-show query, finally admitted to be unanswerable by "Mr. Bones," who said he just put in a complicating circumstance to make the question harder. But the "complicating circumstances" in the working-girl's budget are based on data compiled less than three months ago by the Bureau of Women in Industry of the New York State Department of Labor. Frances Perkins, commissioner of labor, used them as testimony before the recent annual conference of the Association to Promote Better Housing for Girls, to support her contention that "only when industry pays an actual living wage will there be no such thing as a housing problem for girls." Food and shelter in a limited budget, she said, are likely to suffer because of a girl's tendency to buy attractive raiment—"a sound instinct perhaps, in itself a means of providing for the future, i.e., a means of attracting a husband." Thus under present conditions, the question before the girl is how can she attain food, shelter *and* clothing?

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According to figures of the Bureau of Municipal Research gathered some years ago and now brought up to date, $1,024.34 annually, or $19.20 weekly, is required for a single woman living alone to maintain life according to a minimum standard of health and comfort. Here is where the Association to Promote Better Housing for Girls comes to the rescue. Granted that wages do not cover living costs, that industry is exploiting thousands of girls and women, that no stone shall be left unturned to force industry to pay its own way, what, asks Cornelia Marshall, its president, can be done in the meantime? She believes that the self-supporting self-governing cooperative club, is the answer. The experience of the association with two clubs has proved them feasible, but whether the scheme can be applied to all of the 125,000 girls in New York who regularly or occasionally ask its help is another question. It needs serious thought, for indications are that in the immediate future wages in general, to say nothing of wages in "parasite" industries as Miss Perkins labelled them, are not likely to reach higher levels.

Untying Knots in Government

HISTORY was made at the recent National Conference on Improving Government, held in Chicago, in which the annual meetings of the National Municipal League, Governmental Research Association, National Association of Civic Secretaries, and Proportional Representation League were combined. The conference had two factors very definitely in its favor. Firstly, governmental experts and political scientists from all sections of America were there, serious and purposeful. Secondly, the stirring civic consciousness of the Great Lakes metropolis gave to the meeting a local significance that most such sessions, lost in the clash and hum of a great city, unfortunately lack. Not without meaning was the long list of active Chicago civic organizations which sponsored the conference. The men who participated were not only literally but figuratively "doctors of government." They were men accustomed to take one look at a weak and shambling administration, to diagnose the cause and then to suggest a remedy. They were men whose idea of political science, is that it should be a science based upon the principles developed from the laboratories of practical experience. Here was no fanatical clamor concerning what we should like to have happen—here was only practical consideration of what can we do?

Typical of the meeting was its approach to the problem of the reorganization of county government. A decade or so ago, students of government looked at the county, held up their hands, said something ought to be done about it, but little practically speaking, was done. True, the conference today had at hand a remedy simpler to apply than any that existed then—the city manager plan, which it believed could be adapted in principle to a change in county structure. It was after the National Municipal League drew up its model city charter ten years ago, that the manager movement spread throughout the country until now 430 American cities are operating under it. A committee of experts was appointed to draft a model law based on this principle which state legislatures can follow in reorganizing county governments.

Other significant discussions centered around regional consolidation, aviation and municipal progress, civic education, administration of criminal justice and the molding of the mass mind. Practical plans of regional government for metropolitan cities were outlined by Professor Merriam of Chicago and Professor Thomas H. Reed of the University of Michigan.

Increased attendance at the National Conference on Improving Government indicates a re-awakening of interest in better government. This interest lapsed during and immediately after the war, but it is rapidly reviving. Such groups as united in the Chicago conference are constantly proving that there is no necessity for government, merely because it is democratic, to be wasteful and inefficient.

Richard S. Childs, who has been in the forefront of every municipal reform movement for two decades, and who, with Woodrow Wilson, originally fostered the short ballot idea, was re-elected president of the National Municipal League.

It's Dumb to be Noisy

"LET'S not wear 'em," a woman of national prominence wrote recently of the new fall styles in clothes. We thoroughly agreed with her, for aesthetic reasons, until we read in a scientific journal that "the change in square yards of clothes the women wear adds greatly to the noise strain, since modern dress *absorbs less noise* than dresses did a quarter century ago." And that is the first good reason we have heard for the current attempt to revert to styles gone by. Even if he must sneak in behind a woman's skirts, the writer at least calls attention to a modern menace to public health—unnecessary noise. More and more scientists are coming to regard noise as a social problem that must be remedied. As Professor Laird of Colgate University puts it: "The personality characteristic of America has possibilities of being molded into a typical form through noise. The tenseness, both physical and mental, which it precipitates together with preparation for great exertion which does not take place, leaves the average American in a rather nervous, highly tensed condition. This restless personality type may be the one that will develop as America's contribution to man's mental evolution." City dwellers will sympathize with the little white rats offered up on the altar of noise at Colgate. Animals kept in relative quiet ate 2 to 3 per cent more and grew 10 per cent faster than their fellows kept under electrically duplicated city noises!

A hopeful sign that something may be done about it comes from Commissioner of Health Shirley W. Wynne, of New York City, who has appointed a group of authorities in the fields of neurology, otology, engineering, building and law as a committee to determine what is unnecessary noise, what revision of present laws might soft-pedal it and how anti-noise laws may be properly enforced. Awaiting their recommendations, the commissioner has issued a "code of etiquette" for automobilists, householders, and office workers: "Don't toot your horn unnecessarily; don't let loud speakers rise above the natural loudness of the human voice; put noisy machines where they can least disturb everyone concerned; equip all possible trucks with pneumatic tires; provide shock-absorbing ash-cans," and so forth. His prescription needs no scientific research for, as the commissioner points out, "no matter what the recommendations of the Noise Abatement Committee may eventually be, the observation of them depends on the sportsmanship and courtesy of six million New Yorkers. Why not get a step ahead right now by trying to practice common sense noise etiquette?"

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We might begin with a Be-Kind-to-Ears-Week, and we suggest that Dr. Wynne turn his first gun—of course equipped with a silencer—on certain of his official confréres whose cars shriek through the streets with more expenditure of horn- than of horse-power.

Movies and the League

MARY, Doug, Charlie Chaplin and the custard pie have long been international characters. But now the movies are being taken up in a serious way by the League of Nations. They are not merely to amuse Main Street, Burgstrasse, the Eskimo village and the South African kraal, but to serve as an educational agency for better understanding of common social problems and so for world peace. By promoting "the production, circulation and exchange between various countries of films dealing with education, art, hygiene" and kindred topics, the newly organized International Educational Cinematographic Institute from its headquarters in the Villa Falconieri in Rome will systematically further these aims of the league. The institute's official Review, the first number of which is published in five languages, will serve as a clearing house of information on all types of educational films.

As outlined in this first number of The Review, the institute has begun its work with a study of the movies as an international industry and "an inquiry into the social and moral aspects of the cinema." The more effective use of educational movies in elementary schools, highschools, colleges and professional schools, how such films may be made more vivid and interesting, "balanced programs," the influence of movies on young children and on adults are among the questions of social importance that the institute will study and on which it hopes to publish useful reports. Moving pictures are generally recognized as "the most powerful means of propaganda and culture." Here is an effort to harness that power for the use of the "average citizens" who make up neighborhood movie audiences, whose children go to the public schools, and who by and large have the biggest stake in "the peace of the world."

Mrs. Kelley Looks Ahead

FLORENCE KELLEY planned it as a conference on Industrial Transition in the South, but inevitably the recent celebration of the thirtieth anniversary of the National Consumers' League became also a tribute to Mrs. Kelley herself. Her untiring work, her courage, her effective leadership, "the amazing amount of information with regard to vital social processes she possesses" called forth grateful acknowledgment from each speaker beginning with Dr. John Howland Lathrop, who presided. Professor Broadus Mitchell of Johns Hopkins University and Lois MacDonald of the Southern Summer School for Industrial Women Workers discussed the "new South," and two textile workers brought news of the current conflicts—Elizabeth Bowen from Elizabethton, and Cora Hall, whose husband was killed in the Marion, North Carolina, tragedy. When Mrs. Kelley herself tried to speak on "the next thirty years" she turned for comfort from these unforgettable accounts of meager wages, long hours, ignorance and brutality, to industry as the Consumers' League first knew it, three decades ago:

> The really outstanding, conspicuous horror of those days was the working of little children at night and in dangerous occupations, and the working of men, women and children under the sweating system where the sweater was protected. It was impossible to enforce legislation; it was impossible to make headway for a very long time because of that smoke screen which the system provided between the inquiring public and the owners of the industry. That is ancient history now.

Turning from her backward glance to the work ahead, Mrs. Kelley offered this challenge to her fellow-workers:

> I believe that during this coming thirty years the outstanding thing which every person in this room will have to face and all of us, North and South, East and West, everywhere, will be this: that American industry has never paid its social costs. It has been stupendously useful and stupendously profitable, but it has never paid its social costs. . . . This war in the South is lowering northern standards. . . . This country is one; and where there is lasting evil in one part, as we learned sixty or seventy years ago, the whole nation has to suffer for that. But I believe that if we follow this one intellectual thread, if we insist that the essential thing for this transition time in the great industries is, that more and more fully industry must pay its social costs, we may in the end overtake civilization.

Pure Food for Young Minds

A CRUSADE to purify literature for children has been undertaken by Teachers College, Columbia University. Fairy godmothers, it seems, and bears who keep house and the cow that jumped over the moon are all wrong. They are false and impossible. They give the child "no significant experience." Frequently their English is poor. Above all, they are "mawkishly sentimental." Pedagogs and preachers all down the ages have been sure they knew to a nicety the needs of the human spirit. Backed by this cheerful certainty, the Teachers College group is now prepared to "regulate a child's reading as we would his diet." Of course the familiar fairy tales are to go. A few years hence, presumably, Peter Pan will beg in vain for the life of Tinker Bell. An audience of properly nourished children will greet with hoots, jeers, catcalls and derisive laughter his plea, "You do believe in fairies, don't you?" The alphabet books have been revised. "A" no longer stands for "apple" or even for "Alice," but for something practical and up-to-date, like "axle" or "adding machine." This new literature, it is held, must be largely made up of "stories of the living breathing world."

To the mere layman, there is something illogical and disappointing in the story of Peter and his horse Trott Trott which the Teachers College group offers as a sample of what the carefully nurtured child is to be encouraged to read. Peter, the tale runs, had a consuming ambition to lift his horse. Many times he tried to do so, but, though he tugged and tugged, Trott Trott could not be budged. At last Peter carried his dilemma to his mother and she astutely advised him to eat lots of cereal, so he would grow big and strong and fulfill his desire. The story adds that Peter "ate and ate and ate" until at last he was able to lift his horse "high over his head."

After all—as between the boy who lifted a horse and the cow who jumped over the moon, we incline to the cow. But then, of course, we were never properly conditioned, either to cereal or to purified literature, in early youth. We taught ourselves to read in our Mother Goose book, and ate our oatmeal because we could not leave the table until we did. And that was that.

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Charity as Usual

By SOLOMON LOWENSTEIN

THE other day the executive of a child welfare agency called up a man who is widely experienced in money-raising and asked him what in the world she should do about her year's work. Her board, she said —well-to-do-men of affairs—felt that when the bottom fell out of the stock market, it carried down any hope of raising money in the usual amounts; they wanted to cut the budget to the bone right now, while there still was time, rather than wait and be caught in a deficit. They had put it up to her to make the cut. She wanted to know if it were really true that money could not be raised, or whether her board members had been swept up in a great wave of fear mob psychology; and, even if it were true, if a social agency is not under obligation to do more rather than less work in the face of possible hard times. What, she asked, has been the experience of those who have been trying to raise money during the past weeks?

I suspect that her questions have come up in the minds, if not before the boards, of half the social agency executives of the country. Let us see what the situation seems to be, and what the experience of the money-raisers.

Such a marked decline in stock values and its reverberations have undoubtedly complicated the always difficult and intricate problem of financing social agencies. A violent dislocation of the financial structure of the country would, under any circumstances, have profound effects. The present episode, moreover, has undoubtedly had an unusually widespread influence because of the fact that in recent years many persons who had never previously thought of purchasing stocks have been drawn into the market, acquiring stocks outright or on margin, and in many instances no doubt have lost the savings of years.

However, now that more normal conditions have been restored, it is possible to take a calmer view of the situation than was possible in the first weeks and to estimate the possibilities of raising money for social work programs at this time. The facts available seem to indicate that while, for a variety of reasons, success will be more difficult to achieve, it is by no means impossible. There can be no doubt of the substantial soundness of the American business structure. It is highly probable that the efforts made by federal, state and municipal authorities to speed up public works and the conferences arranged by President Hoover with leading industrialists and financiers will be helpful in averting the worst possibilities of depression following the money market panic.

Now that the first psychological effects of the depreciation have been resolved, all communities interested in social problems realize the tragic effects that would follow any lessening of effort or scaling down of standards, and in practically all instances that have been observed, they have refused to permit any cessation of work or to contemplate a possible inadequacy of funds.

THE Federation for the Support of Jewish Philanthropic Societies of New York City probably has the largest budget of any federated group or community chest in the country. Its net budgetary requirements for 1929 amount to $5,453,325. Towards these requirements it had as estimated available assets as of January 1, 1929, the sum of $3,810,000, thus leaving a balance of $1,643,325 to be raised during the current calendar year. It has been the custom of this organization to raise the required balances annually during the last two months of the year. Fully developed plans for the 1929 campaign had been carefully worked out and the effort was inaugurated with a successful dinner on October 20. Before any momentum could be acquired, the crash in Wall Street necessitated a complete cessation of campaign work for about three weeks. Thereupon work was resumed—and there is every indication that the required sum will be raised.

Knott in The Dallas News

The Stock Market Did Not Touch Them

A few instances may be cited as illustrative of the general situation. A money-raising dinner held in the Bronx brought out pledges to the amount of $67,000 as compared with approximately $65,000 at a similar dinner in 1928. A business men's committee in the radio industry, which had raised $16,400 in 1928, produced $20,500 in 1929. A single worker in the cotton goods industry secured contributions of $6,000 from a group which in 1928 had given $5,200. Various individuals have volunteered additional contributions to make good what they estimated would be lost by cancellations or failures to subscribe on the part of those who had been affected by the money situation. In one case a previous contributor of $1,500 thus

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voluntarily raised his amount to $2,500. A former donor of $3,500 sent his check for $5,000. And there are numerous other instances.

It had been planned during 1929, quite apart from the intensive effort to raise the deficit of $1,643,325 mentioned above, to conduct a drive to enlarge the membership group in Federation so as to raise the number of contributors from its present figure of approximately 32,000 to something nearer a 50,000 enrollment, which it is believed Federation should have. An elaborate campaign of publicity, direct mail appeal, and so on, had been planned, but for the time being this has been discontinued. Nevertheless, as a result of the impetus already given, approximately 5,000 new memberships ranging from $10 to $25 per annum, have been secured, and this work also will be continued.

Similar results apparently have been achieved in many other communities throughout the country. A Jewish Hospital Fund campaign in Cincinnati held during the gloomiest period of the depression was completely successful.

Reports received by the Association of Community Chests and Councils covering campaigns from New England to California, from Detroit to Galveston, indicate uniform slight increases over 1928. Some of them, indeed, are very substantial gains as in White Plains, New York, $14,000; Hartford, Connecticut, $48,000; Philadelphia, $92,000 with a possibility of double that amount. These gains cannot be explained away on the ground that they were in the West, which was less affected by the crash, nor that they were from campaigns held before it occurred. On the contrary, the largest gains were made in the most recent campaigns in the cities nearest and most sensitive to Wall Street influences. It is a heartening picture given in the accompanying table of the Association of Community Chests and Councils. Later figures, through December 2, for 97 chests (against 80 in the table) show a total net gain of $1,146,884. The News Bulletin of the association dated November 15, reports:

> In spite of the Wall Street upset, the 42 campaigns reported in this number of the News Bulletin show a gain of almost $300,000 [both numbers are largely increased by the later figures shown in the table] over last year, and 13 anticipate still further gains. One unfavorable result of the situation seems to have been general, namely, the distraction of the campaign solicitors' attention from the campaign task.
>
> The brighter side of the picture is to be found in the fact that thus far gains are still being made over last year in the face of a violently disturbed stock market. Is it perhaps that much of the country does not take Wall Street as seriously as was feared, or that much of the country is taking its community chests as seriously as we had hoped?

There remains the question as to budgetary procedure for 1930. Despite the efforts to stabilize and improve general business conditions, it would seem unlikely that so drastic a situation in the money market should not be followed by some reduction of purchasing power and consequent diminution of business; with the close interrelation of all parts of our industrial structure such effects may well be widespread, even though the period of depression be short. Such a situation, with consequent possible unemployment, would undoubtedly create new obligations for our social agencies; it must also be taken into account in planning budgets.

It is possible that no conservatively-minded organization will contemplate a marked expansion of budget. On the other hand, no group of trustees or executives alive to their responsibilities can consent to (*Continued on page* 368)

How the Community Chests Fared

City	*Raised 1929 Campaign*	*Raised for 1930*
Akron, Ohio	$624,956	$559,200
Albany, N. Y.	399,549	400,900
Ann Arbor, Mich.	55,719	62,225*
Atlanta, Ga.	383,143	360,335*
Attleboro, Mass.	41,768	47,400
Auburn, N. Y.	87,423	84,000*
Aurora, Illinois	117,841	116,116
Batavia, N. Y.	36,000	37,250*
Bloomfield, N. J.	49,305	52,000
Beloit, Wis.	38,000	37,000
Brockton, Mass.	137,026	138,317
Burlington, N. C.	10,500	10,600
Carlisle, Pa.	27,500	32,310
Cleveland, Ohio	4,569,000	4,650,000
Colorado Springs, Colo.	110,381	103,174*
Concord, N. H.	35,150	33,000
Corning, N. Y.	44,752	50,500
Decatur, Illinois	91,000	90,000
Des Moines, Iowa	276,153	282,631
Detroit, Mich.	3,404,876	3,341,221*
Duluth, Minn.	272,966	278,200*
Elkhart, Indiana	42,850	45,895
Erie, Pa.	425,912	430,000*
Flint, Mich.	326,552	316,355
Fort Wayne, Indiana	180,550	193,177
Fresno, California	98,891	101,326
Galveston, Texas	99,246	105,855*
Grand Forks, N. D.	24,872	26,870*
Green Bay, Wis.	26,587	28,794
Hartford, Conn.	562,428	610,000
Holyoke, Mass.	112,300	114,102
Honolulu, Hawaii	458,007	450,726*
Houston, Texas	516,156	525,000
Johnson City, Tenn.	13,500	16,000
Joplin, Missouri	53,724	48,283*
Kansas City, Kansas	112,076	118,593
Kansas City, Missouri	1,073,673	1,089,000
Knoxville, Tenn.	157,100	140,143*
Lansing Mich.	170,502	203,832
Lincoln, Nebr.	134,315	146,236
Little Rock, Ark.	218,220	210,000*
Lowell, Mass.	159,708	162,175
Lynchburg, Va.	85,040	78,244
Madison, Wis.	102,053	105,137
Marquette, Mich.	16,000?	18,624
Mason City, Iowa	41,711	51,600
Milwaukee, Wis.	1,014,525	1,113,867
Minneapolis, Minn.	1,260,254	1,309,516
Mishawaka, Indiana	31,313	31,000
Montclair, N. J.	214,000	205,000*
Montreal, Canada	649,756	653,909*
Muskegon, Mich.	106,315	113,306*
Newark, N. J.	1,152,636	1,249,600*
New Haven, Conn.	641,200	636,223
The Oranges, N. J.	465,326	480,000
Philadelphia, Pa.	3,227,680*	3,300,000*
Pittsfield, Mass.	127,587	132,833
Plainfield, N. J.	150,804	150,000
Providence, R. I.	639,750	667,042*
Racine, Wis.	101,000	104,465
Rockford, Illinois	168,457?	185,000
Sacramento, California	140,119	150,000
Saginaw, Mich.	208,487	238,096
St. Paul, Minn.	695,784	700,983*
San Diego, California	265,358	265,330
Sandusky, Ohio	38,311	49,000
San Jose, California	153,473	149,377
Scranton, Pa.	678,718	673,328
Seattle, Wash.	651,420	727,268
Sharon, Pa.	87,343	95,720*
Santa Monica, California	42,000?	41,425
Sioux City, Iowa	183,777	170,000
South Bend, Indiana	151,285	150,000*
Springfield, Illinois	162,345	172,425*
Springfield, Mass.	350,000	355,859
Texarkana, Ark.	45,428	46,550
Toronto, Canada	432,198	457,000*
Waynesboro, Pa.	24,667	22,914
White Plains, N. Y.	99,945	113,000*
Worcester, Mass.	453,043	450,845
Totals	$26,270,285	$26,807,921

* Incomplete figures

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How to Keep the Wheels Turning

By OTTO T. MALLERY

WHY has President Hoover in his conference at the White House laid such emphasis on speeding up public and private construction? Because a small increase in construction in each town will help to stabilize business and employment throughout the country. The total fall in general business, if the president and industrial leaders had sat idly by and done nothing, might have amounted to 6 per cent or so. This drop can be prevented, or compensated for. One essential step is that every town shall increase its construction slightly over 1929.

The few men employed on any one job or in any one town are important only because the materials they use—cement, brick, wood—will set others to work in factory, mine and in transportation. The wages of these groups buy hats, textiles, leather goods, and so on, and thus put a third group to work. The wages of this third group are expended for products which require a fourth group to go to work to make them. Thus construction money is soon spent for a thousand commodities that have nothing to do with public work; for instance, chocolates, copper telephone wire, Teddy bears and soap.

The U. S. A. is one economic unit. The Mississippi floods decreased the purchasing power of the people of New York, of California and Ohio. This was because the people in the flood area were unable to buy as much of the goods made by the people of New York, California and the rest of the country. The starting of the Boulder Canyon Dam in Arizona gives employment to people in Pennsylvania and Michigan in making motor trucks, shovels and machinery. The wages of the people at work on the dam will be spent for articles made in Georgia and Maine; for instance, dress goods and the paper it is wrapped in.

The building in your town of one small building more than you built last year will do what the Boulder Dam construction does for general stability, only in a smaller degree. If that little additional building is built in Hisville it helps Myville almost as much as though it were built in Myville, for the wages will be spent in part for the products of Myville. Suppose Myville has three factories, one making sheets, one making stockings and one making electric wire. Doesn't it take the wages earned in a hundred towns to keep those factories going? If wages are earned in every town they will be kept going, otherwise not. No town can do anything without helping your town. Your town can do nothing without helping other towns.

Whatever the federal government does in cities a thousand miles from you in road-building, construction of public buildings and the like, can not help but help your town. Nobody can do anything constructive without helping others.

Enright in The New York World

Along the Road to Plenty

Consider for a moment the behavior of money spent on public works. Economists tell us that about 80 per cent goes direct into wages and that about half of this is spent in retail stores. The money received by the retail stores is deposited in a bank. Deposits turn over about twenty-five times a year. Then for every hundred dollars spent on public work, $80 goes for wages? Yes. Then of this $80 half, or $40, goes for retail purchases? Yes. But if this $40 is spent twenty-five times a year, that makes $1,000 worth of purchases for every $100 of public works money expended? Not quite so fast. Call it $200, because the wage-earner pays the retailer, the retailer pays the wholesaler, the wholesaler pays the factory, the factory buys raw materials, and the materials man completes the series and pays the wage-earner. So there are these five steps in the series from wage-earner through the retailer back to the wage-earner.

Every public works dollar in circulating twenty-five times a year moves through five of these series. So each $100 of public works wages becomes in the course of the year $200 worth of retail purchases. This is the economic theory. Tell it to anyone who says there is no use adding a picayune building or two to your public construction program.

IT took only an extra straw or two to break the back of the well-known camel. In the same way it takes only an extra building or two in every town to break the back of a business recession. Each public works dollar expended now on good and necessary work in your town is a vote for national stability and regular employment. How go about it? Form a committee to visit public officials and ask what public work they expect to do. The committee may well be composed of members of your business, fraternal or workers' organizations. Your first objective is to get work started this winter which would otherwise not start until spring. Classify the information you receive as follows :

Contracts possible to be let before March;

Contracts possible to be let soon after March if the effort and general cooperation are enough;

Time dependent upon overcoming obstacles or upon legislative action;

Uncontrollable, dependent upon progress in other work.

In making this classification, you will learn that certain obstacles are in the way of starting particular projects. For instance, some legislative body has not decided something. The particular streets may not have been chosen where sewers are to be constructed, water pipes placed, or paving laid. Or building plans may not be ready. Yet you may be able to speed these up.

You may find that winter work is checked by the calendar. Custom looks at the calendar rather than at the weather. We know that

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the weather does not always go by the calendar. There are plenty of days during the winter that are good working days. President Hoover's committee on Seasonal Operation in the Construction Industries says:

> Weather Bureau reports for ten years show that between November 1 and March 31 there were on the average only 74 working days when the temperature fell below freezing or precipitation occurred between 7 A. M. and 6 P. M. in Chicago and Boston. In New York, there were 67 days. In St. Louis, 58 days. So 40 per cent to 49 per cent of the working days during the worst calendar period were free of frost and precipitation.

There are many days in which the Weather Bureau will give assurances of no frost for twenty-four or forty-eight hours. Where there is a will there is a way.

Legal formalities may be incomplete. For instance, a bond issue has not yet been voted on or has not yet been advertised for sale. You may find that bids on proposed work have not yet been asked for. The contract may not yet have been formally let to the successful bidder. All of these formalities take time, but the time may be short-circuited. City officials know how to cut the corners. For instance, a contractor will sometimes begin work before his contract has been legally assigned if he knows that he is the lowest bidder. Bids may be asked for subject to future appropriations, even before the money is available.

In order to make sure that your work accomplishes results, arrange for some follow-up. The mayor of New York has asked his department heads to report monthly on each piece of work put under contract. The mayor of Philadelphia has had each item scheduled, dated and checked, thus preventing a discrepancy between the promise and the performance. There are plenty of good promisers.

When you get your second wind begin to look for projects that would not have been done under ordinary circumstances. See if bonds have been authorized in past years and never sold because the purpose for which they were to be sold has been abandoned. Keep an eye out for projects that have been long talked of but delayed or left undecided.

This is the best time to clean up projects that have been displaced by other more popular ones. You have now an additional reason for reviving the good little projects that have been left high and dry by the tide of public interest. Your reason is the stabilization of employment and business. Every town has plenty of these little orphan projects. Find out what they are and pick the most promising. Perhaps you will find them to be adequate accommodations for dependents, prisoners, delinquents, the sick, or old, or poor. Perhaps the institutions for them have been left as much out of luck as the inmates. Perhaps they have sought for years to overcome overcrowding and neglect. Now is the time if ever. Look for the renovation of public buildings, the repair of bumpy streets, the grading of land for playgrounds and building of new recreation facilities. Give a push to the larger projects long under discussion, such as increased water supply, a sewage disposal plant or an outer park system.

Whatever you do now and do economically and thoroughly is done not only for your town but for every town. Don't start relief work. That is wasteful and has almost always failed. Your local committee can bring security of employment not only to those you know but to those you will never see. You are part of a national program under the president's leadership.

A Going Plan for Steady Jobs

By RUTH BROWNLOW

THE long winter months stretch ahead. Road construction slows up. Brown and a thousand like him postpone building that suburban home until spring. A factory lays off half its men for the slack season. A machine increases production a hundredfold and decreases the payroll by half a hundred men. Long lines wait at employment agencies early each morning. The fear of unemployment haunts hundreds of families with winter coal and the children's shoes to buy. A thousand men out of work? Or is it 7,000? Even 70,000? Nobody knows. Everybody guesses, and people begin to view with alarm.

This was the situation a year ago in Cincinnati when unemployment threatened to become a major problem. This year, although there is undoubtedly too much unemployment, things look brighter. Accurate estimates of the number of unemployed are available, means of relieving immediate unemployment are at hand, and plans for permanent regional stabilization are under way.

The city and county government, welfare agencies and industry have cooperated to form a Citizens Committee for Stabilizing Employment, with the city manager, Colonel C. O. Sherrill as chairman, and Fred K. Hoehler as secretary.

This permanent organization believes that with the help of industry it can foresee and forestall seasonal unemployment. It knows it can relieve casual unemployment and it intends to do all in its power to predict and forestall cyclical unemployment. And it will be a framework through which the city can address itself to other phases of the problem.

Fred Hoehler, newly appointed head of the reorganized city Department of Public Welfare, saw in the situation of 1928 a social menace and a human problem. Men came to him footsore and frightened. Factories had turned them away—no men wanted. Skilled workers could find no work of any kind. Perhaps it was because they were too old; but at forty-five, many men have young families to support.

The public employment bureau was a help in solving the immediate problem, but Mr. Hoehler realized that each year machines are going to replace man power, that each year one industry or another will have a slack season, that each year more men are going to reach the age limit in their various fields. He knew also that unemployment means more to the individual, more to the community as a whole than most of us realize. For example, in 11,180 misdemeanor cases over a six months' period, 40 per cent of the offenders were unemployed. And of course, so long as industry allows itself to be the prey of seasonal fluctuations its profits are lessened.

Mr. Hoehler believed the problem must be approached in a big way. He talked it over with others. City Manager

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Sherrill was eager that something be done. C. M. Bookman, executive secretary of the Community Chest, knowing the results of unemployment from the social workers' angle, was helpful. Dr. Frederick C. Hicks, having retired from the presidency of the University of Cincinnati, had returned to his own special field of economics with unemployment uppermost in his mind. William Cooper Procter, president of the Procter and Gamble Company, offered his assistance as did Julian Pollak, vice-president of the Pollak Steel Company.

With the cooperation of these and other citizens, Mr. Hoehler organized the general committee. Among its members were representatives of important industries and of the Brotherhood of Railway Clerks National Bank, the mayor of Norwood (a city of 25,000 inhabitants so close to Cincinnati that any plan must include it and its industries), a county commissioner, and the editor of The Railway Clerk.

The backbone of the plan is in the ten sub-committees which are parallel for Hamilton County, Ohio, and for Kenton and Campbell Counties in Kentucky: temporary employment, transients, cooperation of social agencies, public works, state and national, cooperation, continuous employment, fact finding, state-city employment exchange, finance and education and publicity.

In talking of the plan, Colonel Sherrill states:

> First of all, these are permanent committees ready at all times to make needed studies and to function in emergencies. For instance, if transients are complicating the problem of unemployment for Hamilton County, the committee on transients will know it and will be there to do something about it. The committee, in other words, will have a finger on the pulse of the entire region and will know before it does when something is wrong. It thus will be able to prescribe a preventive dose first and be ready, if necessary, to give a curative medicine.

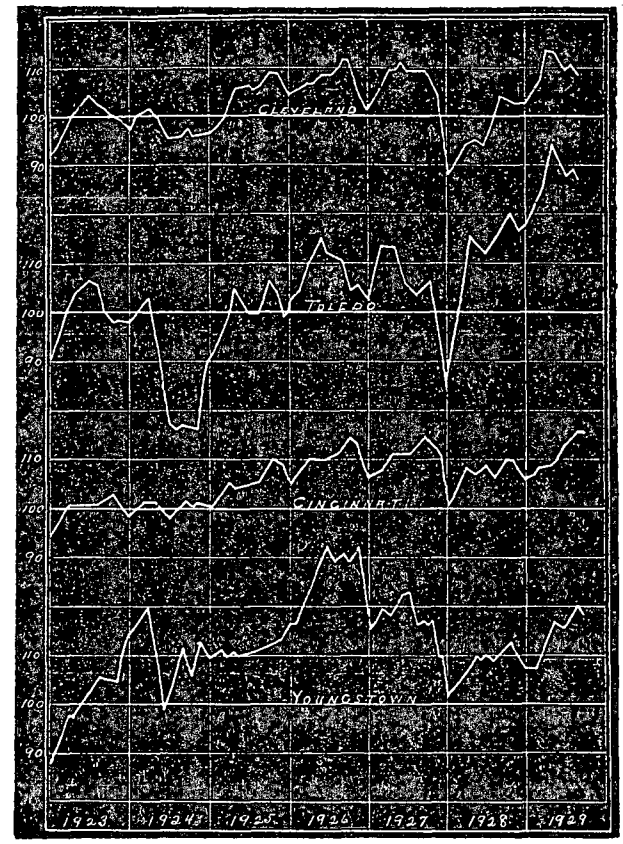
The problem of continuous employment cannot be solved in a few weeks or months or even years. The first committee, of which Dr. Frederick C. Hicks is chairman, has proceeded slowly. Dr. Hicks points out:

> Each industry has its own specific problem. The fact that a clothing firm has succeeded in stabilizing employment does not mean that a steel mill can use the same methods. We do believe, however, that every industry can, by studying its own problem, arrive at some method whereby its output can be gauged and its work distributed over the whole year.
>
> The function of my committee, as I see it, is to spread the propaganda of stabilization. We have no experts on our committee who can go into factories to give specific advice even if they were wanted. All we can do is to tell these industries what others are doing, how great are the benefits, and how necessary such stabilization is to the country.

The committee sent out letters last summer to 250 of the largest employers of metropolitan Cincinnati, asking whether they were using any methods for stabilizing employment. Approximately 50 per cent of the employers replied promptly and all indicated a sincere interest.

One member of this committee is head of a firm that has tried stabilization and found it so good that it now guarantees employment to its workers for 48 weeks out of each year (see The Survey, April 1, 1929, page 46). William Cooper Procter says:

> We stabilized our work and guaranteed employment to our men not as a philanthropic thing but as a practical economic measure. We found that jobbers were buying soap in quantities when the market was down and not buying when the market was up. We sent our representatives directly into the field to secure yearly orders from retailers. We did not need to educate the dealers. They were glad to order their year's supply when we stored it for them in our own warehouses and presented a bill only as it was delivered. And it enables us to determine our year's output and to distribute its manufacture throughout the year.
>
> Others say they cannot do it, that their problems are different. That is nonsense. Anybody can do it. Each business is different, I grant, but each one is capable of being stabilized.



How conservative methods and diversified product iron out employment ups and downs in Cincinnati

And once stabilized, they will find, as we have, that the cost of production goes down sharply. A man who does the same thing every day, year in and year out, is bound to do it better each day. And the security of knowing that his job is safe makes him a better worker.

The fact finding committee with Lee Zoeller, employment manager of a large Cincinnati concern, as chairman and a group of men experienced in research as its personnel, is furnishing the material on which the other committees base their work. This committee has gathered data already available from twenty or more surveys by other organizations, thus preventing duplication of work already done.

In cooperation with the Board of Education, a Cincinnati employment census was taken, one of the most complete surveys of the type ever made in America. It produced the actual facts on unemployment for the month of May, 1929, showing that 106,000 employables resided in the City of Cincinnati. Of this group, 88.56 per cent are regularly employed; 5.94 per cent are unemployed and 5.27 per cent are employed only part time. Most of those out of work were over forty years of age and many of them had been engaged in residential construction and in textiles.

Another important work of the fact finding committee has been to compile all this information and to select for publication the most significant facts. These facts, and a comparison of local conditions with national, and with previous years goes out each month to 3,500 employers.

To meet immediate needs, a State-City Employment Ex-

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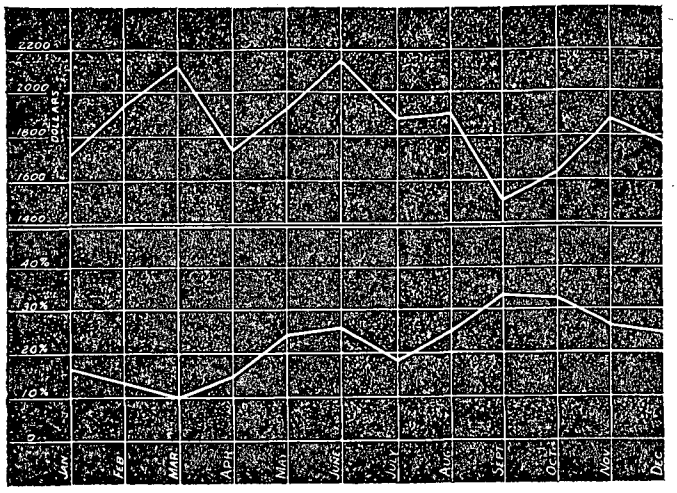


How Cincinnati's relief expenditures vary with employment (percentage placed by public agencies, 1928)

change is already under the supervision of the Public Welfare Department and the committee named to cooperate with it hopes to develop a system of classifying applicants and other features which will make its work more effective.

One hundred civic and welfare organizations have assured their cooperation with the committee on temporary employment in securing odd jobs around homes, factories and offices for those thrown out of work by temporary shut-downs and for those whose age makes the problem of continuous employment difficult. The committee, while prepared for emergencies, expects to place emphasis during normal times upon the old age problem.

The committee on transients is watching closely the number of registrations at the Transient Service Bureau. The fact that there were as many during October of this year as there were during October, 1927, when industrial conditions were unfavorable gives the committee cause to prepare for a large transient population this winter. A heavy influx of outside workers prevents any real stabilization of employment in the city and so far as possible these transients are sent on to their homes.

A study of misdemeanor cases over a six months' period showed that 10 per cent of the misdemeanors were committed by homeless or out-of-town men, comprising only 1 per cent of the population of Cincinnati. The number of men arriving from other cities seeking work on the terminal or in radio and machine tool industries, has caused the general committee on stabilizing employment to pass the following resolution:

> The employment indices in the Cincinnati area represent a very fair condition with comparatively little unemployment. There is, however, an indication that in other cities conditions are not so favorable and employes are coming to Cincinnati. There is no unusual situation here which could legitimately absorb these men. The official committee of citizens on stabilizing employment in Hamilton County, Ohio, and Kenton and Campbell Counties, Kentucky, voted to formally request the employers of that area to extend their facilities for employment first to residents of the area and then to others as they are available.
>
> Preference to metropolitan Cincinnati residents would relieve the burden of charitable care when relief due to unemployment is a necessity. This committee further respectfully requests that in all classes of industry where necessary labor is available locally, no encouragement be given to outside labor to come to Cincinnati.

Another committee, organized with a view to giving relief in time of acute unemployment, is that on cooperation with the private social agencies. The general committee secures through the charities the number of families receiving aid because of the unemployment of the breadwinner and helps bring such cases to the attention of the agencies.

The committee on public works, with Charles Urban, county commissioner, as chairman, has among its members the mayor of Norwood and the city manager of Cincinnati. It hopes to lead the way effectively in gearing the construction of public buildings, streets, sewers and so on to the employment needs of the community.

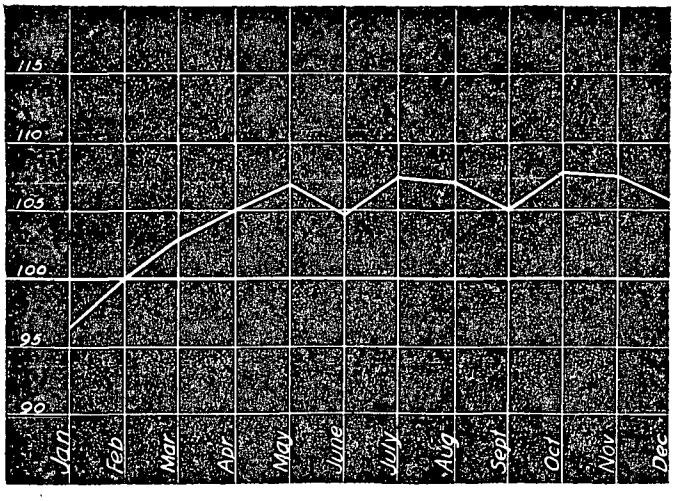
The committee on state and national cooperation will analyze proposed legislation on employment. It will cooperate in any state or national plan to stabilize employment situations as they arise. Both the federal secretary of commerce and the secretary of labor have indicated their interest in the Cincinnati organization, and the Department of Labor has agreed to include the city in its proposed study of the employment situation throughout the country. Governor Myers Y. Cooper is appointing a parallel committee for the State of Ohio and is encouraging local organizations similar to that in Cincinnati.

A committee on finance will see that funds are secured for carrying on the work of the committee.

A tenth committee, publicity and education, under its chairman, James Wilson, vice-president of the American Federation of Labor, is keeping the public informed on the employment situation and gives out from time to time, the results of the committee's activities. It has been suggested that this committee also become familiar with the opportunities for vocational education and for the training of the handicapped and formulate programs to help workers fit themselves for suitable positions.

A year's experience proves that these ten sub-committees are live, functioning organizations. This is a citizens organization with busy men from many fields as chairmen and committee members, but the groups meet, they work, they study, and they report to the general committee with an enthusiasm that cannot be caught in black and white reports.

Cincinnati as a community is facing the fact of irregular employment, and a problem recognized, a problem attacked, is a problem half solved.



Cincinnati's employment curve for 1928, *as reported by* 121 *representative firms.* 100 = 1923 *average*

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Looking Fore and Aft in Child Labor

By GRACE ABBOTT

THE movement to prevent the waste of childhood in mines and mills and factories was well under way when the National Child Labor Committee was organized in 1904. It was a century ago that Shaftesbury, the aristocrat, and Robert Owen, the manufacturer, demonstrated the social and economic costliness of child labor in England. Before the Civil War the labor leaders of New England and the Middle Atlantic states had secured the enactment of our first state child labor laws. The early defenders of childhood, who sought a ten- or twelve-year minimum and a ten-hour day for working children, were told that such standards would ruin the industries of England and prevent the development of manufacturing in the United States.

But it was not this appeal to what might be called industrial patriotism that delayed the development of a patriotic consideration of the needs of children. With us the great obstacle to social progress in the nineteenth century was the absorbing struggle over the abolition of slavery and the problems of reconstruction that followed the Civil War. It was not until nearly the end of the last century that public attention was available for the consideration of other pressing social problems, among them child labor.

In the eighties, New York and Colorado passed the first state laws fixing a fourteen-year minimum for employment of both boys and girls in manufacturing. By the nineties, leaders in many centers had become conscious of the social and economic consequences of the competition in the labor market of poorly paid and inefficient laborers and of the irreparable losses which the children suffered by premature employment, and the conclusion was general that child labor must be controlled by statute before fathers would be paid enough to support their families or compulsory school laws enforced. The National Consumers' League, which was organized in 1899 to urge upon consumers their responsibility for the conditions under which the goods they use are produced, has worked in season and out for the protection of the working child.

By 1904, seventeen states had adopted the fourteen-year age minimum for industrial employment and six had abolished night work for children under sixteen; two (Illinois and Colorado) had fixed eight hours as the working day for children, and eight hours was at that time universally regarded as a short working day; and an educational and a health standard—much lower than the best standards of our present-day legislation—had been inserted in the laws passed by a few states.

The foundation for our present child labor legislation had been laid twenty-five years ago and the country was ready for the organization of a national committee which would assume leadership in ascertaining the facts about child labor and in eradicating its evils. In Twenty Years at Hull House, Miss Addams tells how the annual meeting of the committee in Chicago in 1908 "demonstrated that local measures can sometimes be urged most effectively when joined to the efforts of a national body" and how helpful she found it to compare the needs of Illinois children with the needs of the children of the nation.

I am not going to attempt to give a detailed statement, qualified with all the necessary exceptions and exemptions, of the present status of child labor legislation in the United States. We have made great progress along the lines laid down before 1904, both in the regulation and prohibition of child labor and in more effective administration of the laws passed.

Interest in child labor inevitably led not only to consideration of the educational needs of the children who were to be kept in school; it led also to consideration of the health of children, better care for dependent and neglected children, and provision of adequate recreation and the prevention of delinquency. It is therefore not surprising that when the first White House Conference, which President Roosevelt called in 1909, had recommended the establishment of a Children's Bureau in the United States government which should consider the needs of the child as a whole and the interrelated child welfare problems, and this recommendation had been endorsed by both President Roosevelt and President Taft, the National Child Labor Committee took the leadership in the support of the proposal before the country and in Congress. It also supported the principle that we should have a national minimum standard for the protection of working children which the states may raise but not lower, and in furtherance of this principle it carried the burden of the educational campaign which led to the passage of the first federal Child Labor Law.

The Seamy Side of Efficiency

By FELIX ADLER

It has always been my opinion that the value of any reform movement is to be estimated not only by its outward benefits but also by its retroactive effect upon the reformers themselves. Does it give one an insight into the deeper causes of social maladjustments? Does it make one aware of the *limitations* of social reform? Does it inspire courage to go on nevertheless?

Looking back on my own connection with the National Child Labor Committee, I have kept constantly asking myself what it is at bottom that accounts for so monstrous a thing as the use of child labor, especially among a people like ours—so quick to resent oppression, so readily sympathetic with suffering. And I have come to the conclusion that here we come upon the seamy side of our evaluation of efficiency. We are keen to bring things to pass. We put our very selves into work, and so we come to estimate the human factor, not in terms of what a man is, but of what he produces. And we come to think of even the little child not as it is, a germ of spiritual life as yet not unfolded, a precious asset for the future of the world, but we are prone to think of the child in terms of what even these little hands, this weary little body, can be coerced to produce.

The movement against child labor, therefore, has had for me the great significance of making an inroad in this country on the habit of sacrificing personality to the work, and it has seemed to me that if we can make people respect the really human factor in the child they will be more prepared to respect the same in the adult.

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Courtesy National Child Labor Committee

One of the best tests of the success of the whole child-labor movement is in increased school attendance, modification of school curricula to meet the individual needs of children, and better provision for the education and general care of children who suffer from a physical, mental or social handicap.

As to the gains in school attendance during the last quarter century, the Bureau of Education reports that in 1905 there were 866,154 children attending secondary schools of any kind and 679,702 attending the public highschools of the country. The latest available figures (1926) show 4,132,125 in secondary schools of all kinds and 3,757,466 in the public highschools. This increased attendance at secondary school has brought a great increase in higher education. Thus in 1905 there were 199,045 students enrolled in our colleges, universities and professional schools and in 1926 the number had increased to 767,263. Stated in percentages, attendance at the public elementary schools increased 33 per cent, at the public highschools 453 per cent, and at the colleges and technical schools 285 per cent during a time when the population of the United States increased 42 per cent.

THE changes in the schools and colleges which this increased attendance has made necessary are still in progress, but we have only to consider the special services that are being established in schools and the technical training for business and industry as well as the professions which is now available, to realize how much has already been done.

A fundamental change in our provisions for dependent children has been almost universally adopted since 1909. Public aid to dependent children in their own homes, known as "mothers allowances" or "mothers pensions," now available in all but four states, is caring for some 200,000 children at a cost of millions of dollars this year. The old objection to child labor legislation, that these working children were the sole support of widowed mothers, is now outlawed. The long education of the public in the importance of keeping children out of the factory and in school together with the emphasis by the first White House Conference on the importance of caring for dependent children in their own homes resulted in a more prompt enactment of these laws by the states than any other type of social legislation.

While we are reviewing the results of twenty-five years of effort to increase the safeguards for children it may seem out of place to point out what still remains to be done. But I am sure Dr. Adler, Mrs. Kelley, Miss Addams, Miss Wald, Mr. Lovejoy, Miss Lathrop, the Rev. Edgar Gardner Murphy of Alabama, Dr. McKelway, Dr. Lindsay, the leaders of organized labor, and all the others who carried the major responsibility for the work that has been done, would say that we should pause to consider past accomplishments only as a means of consolidating our forces for an advance on a new goal.

TODAY the friends of children occupy a position far ahead of the one from which they started in 1904. Nevertheless, in spite of revolutionary changes in industry, bringing more and more machinery and greater and greater speed, fourteen is the general age minimum established by law and frequently indifferently enforced; eight hours has become the working day for so many men and women workers that the theory that children should begin with a shorter working day than adults is no longer met by the present eight-hour day for children. In some parts of the South, boys and girls of fourteen and fifteen are permitted by law to work ten or eleven hours a day or even longer. At this season of the year they leave home for work before it is light in the morning and return home after it is dark in the evening.

Such legislative standards as we have enacted have never included all children or been adapted to meet the needs of all children. We are only just beginning to consider how migratory children employed in large numbers in agriculture can be protected. The legislative and administrative problems involved in protection of street trades have not yet all been solved. In some states, the child who is illegally employed is not eligible to compensation in the event of accident, and in many the compensation laws fail to make adequate provision for the child legally employed who is injured at work.

And now Great Britain threatens, shall I say, to take a great step forward in the protection of her children. The Labor Government has announced that by 1931, the minimum age at which children shall be allowed to leave school for work will be raised to fifteen years. A few, a very few American states have as high or a higher age standard. A single legislative act will give an added year in school to the 300,000 British children who now go to work at fourteen. Less than 150,000 American children under fifteen are employed in the occupations usually covered by existing child labor laws. To give an additional year to these children will require action by more than forty legislatures. If England's long continued unemployment has brought this gain to her children, perhaps we might ask what disaster must we suffer before we shall express America's genuine affection for her children by demonstrating new and higher standards? Our size and diversity in population and occupation may be considered as a great obstacle or as a challenge to the sons and daughters of pioneers to keep the pioneering spirit alive in our social planning for childhood.

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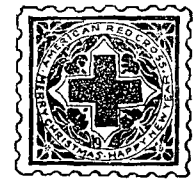
"Gimme One, Me Sister's Got It"

The First Christmas Seal



By LEIGH MITCHELL HODGES

DECEMBER, 1907—the World War seven years ahead, but a deadlier war at flood—tuberculosis taking one-tenth of all who died from disease—folks everywhere wondering what could be done to stem the tide.

Mid-morning, December 13—a ragged, dirty newsboy walked into a Philadelphia newspaper office. Reaching up to a marble counter higher than his head, he put down a copper cent.

"Gimme one, me sister's got it."

Here, at the right, is what he was given.

Noontime, December 9, 1907, in Wilmington, capital of little Delaware, two pretty girls in Red Cross uniforms taking their place at a table in the postoffice corridor, asking a quarter each for little pay envelopes thus labeled:

25 CHRISTMAS STAMPS
ONE PENNY APIECE

Issued by the Delaware Red Cross, to stamp out the White Plague.

Put this stamp, with message bright
On every Christmas letter;
Help the tuberculosis fight,
And make the New Year better.

These stamps do not carry any kind of mail, but any kind of mail will carry them.

Mid-morning, December 11, 1907, eighteenth floor of the North American building in Philadelphia, a day member of the staff in his cubby-hole. "A lady to see you," passing a card engraved "Miss Emily P. Bissell." "Is she good looking?" "Sure." "Show her in."

Enter the secretary of the Delaware Red Cross on unofficial business. She had come to ask a favor of the Sunday editor and thought she'd pay her respects to the columnist, who hoped the Sunday editor had granted her wish.

He had not. She had wanted him to run a little story about this, taking a sheet of stamps from her handbag. Delaware was worried about tuberculosis, needed a few hundred dollars to start caring for poor patients. She had read Jacob Riis's story about the Danish Christmas Stamp in The Outlook, wondered if Delaware couldn't issue one and sell enough to build a small shelter—here it was, but she was afraid—.

Downstairs went the occupant of the cubby-hole, two steps at a time, to the office of E. A. Van Valkenburg, president and editor of the paper that had been first to displease the doctors by proposing publicity as the weapon to use against the White Plague. A few months before that morning the governor-elect of Pennsylvania had asked the editor what he could do for him when he came into office.

"Just one thing, governor, try to get a big appropriation for the fight against tuberculosis."

"I will," said Edwin S. Stuart, "but what else?"

"That's enough."

"Here's the way to wipe out tuberculosis," half-shouted the man from upstairs, as he waved the sheet of stamps under the editor's nose!

"What the hell do you mean?"

A brief explanation. "Tell Miss Bissell the North American is hers from today."

"How soon can we have 50,000 of the stamps?" was asked of the lady from Delaware. She gasped, and said she'd telephone from Wilmington that evening. "Fifty thousand" she echoed as she left, "Isn't that too many?"

Ten o'clock the morning of December 13, 1907, a few thousand of the stamps, they were so-called at first, on sale in the publication office and a few more at a booth in Wanamaker's. Also a top-of-column five-bank head on page one of the North American. Next day the whole editorial space devoted to a plea to buy these "bullets in the battle against the worst foe." Then a second editorial, concluding with this:

And with confidence we call upon every man, woman and child whose heart pulses with the warmth of humanity to join our ranks in driving this curse from the land; to buy these stamps according to the measure of each one's means, and to mail no letter and send no package not decorated with these best of Christmas symbols of good will toward men.

Next day a seven-column "spread" on page one, and on December 18, with the stamps selling by thousands and telegrams from many parts of the country asking about them, this message from Miss Bissell:

Whatever the future friends or furtherance of the Christmas Stamp may be, The North American will always have the credit of being the first powerful friend of its beginning, and of having contributed most largely to its initial success.

The presses in Wilmington couldn't print them fast enough, so a Philadelphia printer was enlisted. Through its Washington correspondent, the newspaper got the postmaster general's permission to put up a booth in the Philadelphia postoffice lobby.

From Jacob Riis, on December 19: "Good for you and for Philadelphia and the North American. Keep it up. I am glad the little seed I sowed in The Outlook last summer has borne fruit."

Five days before Christmas the gov-

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ernor of Pennsylvania and the Pennsylvania Branch of the National Red Cross endorsed the stamp. Four days before Christmas an editorial urged that "A Million Mercy Messengers" be bought by the people. Two days before Christmas "Happy New Year" was added to the stamp design, the demand having grown so. The day after Christmas more than half a million already distributed to city, state and nation.

Then a flight of signed endorsements from Washington, President Roosevelt, Secretary of State Root, Secretary of War Taft; from Baltimore, Cardinal Gibbons; from other places leaders in public life, philanthropy and education all featured on page one.

On January 8, a check for $1,013.97 sent to Miss Bissell, the proceeds of the North American's part in this preface to stamping out the plague—several times the sum Delawareans had wanted to raise and feared they could not get. And as much more from other sources in Pennsylvania. All told, Delaware and Pennsylvania raised $3,000 from this first sale of stamps.

It was only a prologue. The first act in this play of publicity against disease was to come. The same newspaper staged it, and with a lavishness of space and effort such as never before had marked a crusade for health.

The tuberculosis death-rate had not yet decreased. But a new note had sounded—a thin note, yes, but in it the stuff of which triumph blasts sometimes are born. If the people knew certain things, fresh air, milk and eggs, rest, the way would be opened.

Here was a key to knowing, so cheap that even the poorest could buy, so easy to pass along and use that even young children could join the forces, so powerful in its possibility for multiplying pennies while it advertised the only "cure" for a great curse!

Meantime, the National Red Cross stopped, looked and listened, at an annual meeting, to Miss Bissell and the cubby-hole man, and slowly but surely decided to get behind the stamp. So the field was widened for the second round of these harmless "bullets," harmless to all save the deadly germs.

THE NORTH AMERICAN

PHILADELPHIA, THURSDAY, DECEMBER 10, 1908 — ONE CENT.

TWO VIEWS OF THE SENIOR U. S. SENATOR FROM PENNSYLVANIA

BUM FORCES LAUD PENROSE; HIS STAND 'WELL UNDERSTOOD'

Pennsylvanians Make Gleeful Report to National Body

SENATOR 'LIBERAL'

GRANGERS TO FIGHT FOR LOCAL OPTION, PENROSE IS RAPPED

Fifty Thousand Farmers to Battle for Home Rule.

DECISIVE ACTION

NATIONAL AMERICAN RED CROSS Merry Christmas Happy New Year 1908

CANNON RATTLED BY TAFT'S REFUSAL TO PATCH UP A TRUCE

Speaker Ready to Aid President-Elect; is Mistrusted.

GROWS GLOOMY

SUPPORTERS NERVOUS

FUND BECHTEL USED TO GET ON BENCH AGAIN UNDER FIRE

Citizens Ask Superior Court to Order Probe

TEST OF 1906 LAW

PENNSYLVANIA IN FIRST PLACE; TAKES 3,000,000 RED CROSS CRUSADE STAMPS

2 PRESBYTERIAN AND A REFORMED CHURCH PREPARE FOR UNION

ELKINS MATCH OFF TO PLEASE ENGLISH KING

FRIDAY IS JONAH DAY FOR CONVERT FAMILY

BAR HUMANS TO KEEP DISEASE FROM CATTLE

WILL SWAP FUNERAL FOR TRADING STAMPS

HICCOUGH CURES BY WIRE AND MAIL

On November 12, 1908, the first gun in the second campaign was fired by the North American, a page-one promise to sell 1,000,000 of the 1908 stamps, and one month later to the day it ordered its fourth million. Meantime—.

Every day from November 12 to January 1, the Red Cross Christmas Stamp was a matter of first-page moment, and many a day it was given precedence over all other news in The North American.

"If there's any news more important than the possible elimination of tuberculosis, I'd like to know what it is," was the editor's reasoning. Editorial followed editorial. On Thanksgiving Day came "Make This a Real Thanksgiving," which ended thus:

> And so today we venture the suggestion that each one's Thanksgiving can be made doubly heartening by giving thought to a way of making next Thanksgiving happier in countless homes. And that can be done if each adds his or her mite toward lifting from the land the scourge that makes in more homes Thanksgiving impossible than does any other agency of suffering and death.

"Is is splendid," said President Taft at the meeting of the Red Cross in Washington, December 8. Two days later the first page of The North American came out with a border of the stamps in red and a three-column facsimile likewise colored. Other newspapers in many parts of the land were joining the procession and doing valiant work. Big factories were buying the stamps by thousands to put on their pay envelopes the week before Christmas. On the first day of 1909 every loaf of bread delivered in Philadelphia by the Freihofer Baking Company bore one of the health messengers—80,000 were needed for this.

The governor of Pennsylvania and Mr. Vare and two other leading politicians in the city of Brotherly Love sent personal checks for $10,000 apiece. When the curtain was rung down on this act, in January, the net result of the stamp sale throughout the nation was $135,000.

"I never could have believed it," said Miss Bissell.

"Gimme one,—" and how the tinkle of that copper coin has grown!

Annual sales of Christmas Seals amounting to $53,000,000 to date, from this source alone. Yet the money is the least part of it. The message is what has counted most. Between them, the death rate from tuberculosis has been cut in half. And it is still going down. Its fate is sealed.

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Children Who Get Hurt

By GRACE OVERMYER

BY the computations of the sociologist, an accident causing injury or death to a child or youth results in greater social loss than one befalling a person more advanced in years. It is upon this theory that the State of New York in 1923 added to its workmen's compensation law a clause providing double indemnity for minors injured while illegally employed.

It is against this law to employ boys or girls under 16 years of age to operate certain dangerous power-driven machines; and these include job or cylinder printing presses, drill presses, laundering, metal-cutting, and grinding or mixing machines, polishers and buffers, or foot or hand power machines used for metal stamping or paper cutting. It is also illegal to employ minors under certain other specified circumstances having to do with the age at which they begin work, employment certificates or vacation work permits, hours of work, and so on; and a violation of any of these regulations, as well as of those regarding the use of dangerous machinery, subjects the employer to double penalty if a boy or girl is injured or killed in the course of his work.

In the first six years of the double compensation law's operation in the state, according to a report now being issued by the Bureau of Women in Industry of the New York State Department of Labor, 152 double compensation awards have been granted. The compensated injuries range all the way from minor incapacitating cuts and bruises, to an amputated foot, hand, arm or fingers. One case resulted in death.

A study of the record by years would seem to indicate, either that the penalizing feature of the law has had a wholesomely deterrent effect upon employers, or that the purposes and spirit of the statute are coming to be more generally understood and accepted as reasonable and right. Whereas in 1923, the year of enactment, forty-three accidents befell minors who later were awarded double compensation, and in 1925, forty-four, by 1928 the number had dropped to five. It is probable, however, that some of the accident cases of 1927 and 1928 have not yet been settled.

This age of the machine is also the age of youth. Boys and girls of today have grown up with the machine; they have never known the world without it. The machine therefore would seem to be the natural friend of youth. Yet in view of the nature of the injuries involved, the double compensation law might almost have been devised to protect tender youth against the blind greed of the machine.

Of the 152 minors receiving double compensation within five and one-half years in the State of New York, three-fourths were injured by machines. In the New York City district there were only six non-machine accidents.

The number of accidents caused by machines, indeed, exceeds the number of minors who were employed to operate machines. Many minors were employed for occupations where no hazard was involved, as errand or delivery boys, general helpers or laborers, but in an emergency, due to a pressure of work or the absence of an older employe, were put to work on machines and injured. In the eyes of the law, allowing a minor to operate a machine is as bad as employing him for the purpose.

Not a few of the accidents were due to the fact that minors were told to operate machines with insufficient instruction. Many of the children had had no previous experience: seven reported that they were injured the day they began work. A girl in the metropolitan district secured a job in a tin can factory as an operator of a metal stamping foot press. She had been working ten minutes when she caught her hands in the machine and had to have both index fingers amputated. In a number of cases defective machinery was reported by the child worker, but was not repaired in time.

WORK in mercantile establishments might seem much safer than factory employment. But the machine has entered even the small grocery store and delicatessen shop, and is a prolific source of danger to the untrained boy or girl. Food products machines caused many severe accidents. Nine children were injured on meat, coffee or macaroni grinders. One child lost part of his hand in a bread slicer. Two boys were hurt while operating dough mixers and another on a candy calender roll. Practically all the accidents due to electric grinding occurred in small retail meat and grocery stores, and five of the nine chidren injured on electric grinders were under the age of legal employment.

In the case of several minors, more than one violation of the child labor law was discovered. The youngest child to receive a double compensation was but nine years old, far below the age at which he might legally be employed for any gainful occupation. In another case four violations could be counted—that of a fourteen-year-old boy, employed without a work certificate for eight and one-half hours a day and after six o'clock in the evening, and set to work cleaning machinery. Machine cleaning by any person under sixteen years of age is expressly forbidden by a law much older than the double compensation law, yet this lad was one of six double compensation cases so occupied when injured.

In the case of eight of the children included in the study, the power printing press justifies its reputation for cruelty. One minor in the New York City district, who had secured a job as fly boy in a printing shop, was taking books away from a press. At 3 A. M. of the second night he was so employed, he caught his hand in the press rollers. All the fingers of his right hand were sacrificed as a result.

Four minors, three in the city and one up-state, were severely injured while operating laundry machinery. One boy, employed to operate a machine which whirls wet clothes around until the water is removed, was so badly hurt that it was necessary to amputate his right arm above the elbow.

Wood-working machines caused eight of the permanent accidents; button-making machines, seven; and leather working machines, four. The most severe wood-working accident befell a boy who, when he was hurt, had been employed eight months labeling furniture. On the day of

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the accident he was told to operate a glue spreader, a machine which cuts and glues the seats of chairs. After half an hour on the new machine his hand was caught, the resulting injuries causing him to lose half the use of it.

From 1923, when the double compensation law became operative in the state, until the first of the present year, it has cost New York employers, ignorant or careless of the law, the total sum of $194,239 to pay for injuries sustained by illegally-employed minors. Individual awards ranged from sums of less than twenty dollars, to one of ten thousand and another of eleven thousand, both granted to boys who had lost a right arm.

The purpose of double compensations is not only to discourage the employment of minors at dangerous occupations. It also has in view the possible—or indeed probable—decreased earning capacity for life of the handicapped boy or girl. This, however, is apparently a consideration not realized either by the minors themselves or by their parents. Except in the rare cases where competent guardians had charge of administering the indemnities, the money was usually spent without regard for the future.

Very often the child unquestioningly turned the money over to his parents, and as the homes of most of them were very needy, it is perhaps not surprising that parents felt justified in spending the money for living expenses—rent, food, clothing, and furniture. Parents of eight of the children used the money to buy a home or pay taxes. Others spent it for lawyers' fees or for medical expenses, incidental to the child's injury. One boy, whose right index finger was amputated, turned the whole amount, nearly $1,000, over to his mother, and although his father, brothers and sisters were employed, his mother spent the entire award for household expenses.

Investigation revealed that only half of the permanently injured children had saved any part of the indemnity. Twenty-nine had been able to save a substantial part of the award; but five, who had received $1,000 to $3,000 apiece, had each less than $200 left when questioned. A greater number of minors up-state had savings than in New York City, since, at the instance of lawyers or social workers (never at that of parents), guardians were appointed for several of the up-state children. With at least a beginning of far-sightedness, five of the injured children had invested in loans or business, but all had been unsuccessful. Nine, with more than usually constructive ideas, had spent part of the award for vocational training. Four of the boys who received large amounts bought automobiles, expending more than twice as much as those who enrolled for vocational training courses.

Nine states beside New York have laws providing that the employer must pay increased compensation when an illegally employed minor is injured in his service. Maryland, Michigan, and New Jersey require the employer to pay the injured minor double the compensation benefits otherwise payable. The Wisconsin employer is obliged to pay double compensation if an injured minor under seventeen is employed without a work permit, and treble compensation if one under twenty-one is employed at a prohibited occupation. In Illinois and Missouri the employer pays 50 per cent additional to illegally employed minors under sixteen. In Washington and Oregon the employer pays the additional compensation into the state accident fund instead of to the injured minor. Four states—Illinois, Maryland, Missouri, and Wisconsin—calculate the compensation rate in permanent partial injuries, not on the minor's actual wage at the time of the accident, but on his probable expected earnings.

Comrade Mathews' Escape

By ROSE BRISKEN

NOT long ago I went traveling by land and sea, up hill and down hill to find a man. For six months I had wanted to see him, hear him, talk with him. As case-worker for the family he had deserted some nine months before, I naturally desired to behold the father of the four frightened children I knew, and the husband of the haggard, defensive woman who was worrying herself into a pre-tuberculous condition with the shame and the guilt and the financial uncertainties his desertion had caused. I judged from the occasional remarks of the repressed youngsters that they needed him, at least to know that he was not "bad" as their mother insisted, and that he remembered them. I inferred from the wife's story that he was a person worth meeting and that his side of the tale would be far from uninteresting, both from the point of view of family research in general and insight into his family in particular. Besides, it would be nice to secure his financial assistance in taking care of them.

For six months we had been visiting friends, relatives, and post-offices, writing to out-of-town agencies—all in the hope of finding him. For nine months, his wife had been in touch with the bureau of missing persons, the municipal court, and the local veterans' post. Finally, we learned that a brother of our man, who had been staying in a soldiers' home, two states to the south of us, had come back to one of the local hospitals. We wrote to the soldiers' home, telling them about our client, Mr. Mathews, and how he had deserted his family and how we wished to know where he was.

We asked them if they could give us the exact present address of his brother, so that we might speak with him for possible information. They answered no. They could not give us the address of Mr. Mathews' brother as this brother had left for parts unknown.

Then the wife wrote, unaware of our letter, and asking if by chance Mr. Mathews was there. They answered yes. He was there; in fact he was doing janitor work in addition to being a veteran.

Then our municipal court wrote asking, since Mr. Mathews was drawing a pension and a salary, could they not please ask him to help support his wife? They answered no; they were all mixed up. He wasn't a janitor at all, but just a veteran. These answers, written with an utter disregard as to the purposes of the receivers and the importance of the social factors of the case, might be funny if they weren't so maddening. Deciding on the futility of further

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Drawing by Gerta Ries

Some are sitting under the trees, a few are fishing, while others are watching those who are fishing, and still more perhaps are merely watching those who are watching those who are fishing

correspondence, I made for the home myself to investigate.

It is an idyllic spot, on the shores of the Virginian Chesapeake. The scene is an immense garden, sloping gently toward the bay. It is studded with comfortably spaced, red brick, veranda dwellings where the men rest at night. Here and there a hospital, a theater, and a conservatory deviate from the general architectural tone. Some of the men can be seen sitting on the verandas, some of them sitting off the verandas, yet a few more are fishing on the banks, while others are watching those who are fishing, and still more, perhaps, under remote trees are merely watching those who are watching those who are fishing. The atmosphere is one of abysmal peace and quiet.

The men address each other as comrade, although in occasional lighter moments, I learned, they designate each other according to the war in which they fought: "Old Muzzler," for Civil War veterans, "Indian Shooters" for the stalwarts who helped to wipe the redman off the globe, "Spaniards," with curious inconsistency, to those who merely fought the Spaniards, while the majority of the younger veterans are known magnificently as the "World Wars."

They sit, they nod, they walk, they sniff pleasantly the lilacs which happen to bloom at appropriate spaces. The atmosphere is released and genial, with nothing compulsive save peace. If they wish, they may attend church; if not, then not. Whether they go to the free movies provided by the home, whether they attend the funeral of a comrade or not, or see fit to help the attendants, or marry a waitress, or having married her sleep in or sleep out, is also a matter of free will.

ALL that is necessary to enter this lilac-scented paradise is an honorable discharge and a 10 per cent disability, so declared by appointed local physicians of the governmental agency. To diagnose physical disability in terms of percentages is in itself an eccentric process, the secret of which, no doubt, will die with the authorities. It is like saying roses smell six pound deep, or water weighs pink.

Having arrived on Sunday morning, I went to the office of the superintendent, but learned that the entire staff was, appropriately enough perhaps, still asleep. I stepped into the hospital and learned from a friendly steward with an endearing southern accent that my man attended the "repair shop" for pyorrhea and colds. He directed me to the particular company house where I could find him. There, sitting on the porch, reading a home paper, was the object of my search, more plump and more serene than perhaps I had a right to expect.

I sat with him the morning through, on a bench by the Chesapeake. For three hours I listened to a long defensive story, a little incoherent, contradictory in spots, but consistently interesting for insight into the personality that lay beyond this projection, and the development of familiar tensions which bring about a break. And as I listened, I thought of the word "escape." It was in the eyes of the man I saw, in the half-revealing phrases, in the sudden guilty pauses. What had he fled from to come here in this haven the government provides? But what does anyone flee from? Failure—in job, home, self. The elements which had contributed to this failure did not lie within the man alone; nor were they utterly hopeless.

In his story I saw the woman again obsessed with false shames and distorted virtues, and I saw him—groping, sentimental, officious. Overcome with a situation which needed more understanding than he had to give to it, he took the path of least resistance and sought the escape the government so conveniently makes for him.

ALTOGETHER it was a very pleasant visit. I enjoyed the scenery, and the man, and the gently numbing atmosphere. If I could possibly have grown cold and intellectual while there I might have questioned a little the ultimate wisdom of a scheme which permits such a charming release from a normal environment and little incitement to a more wholesome adjustment to reality. I might even have wished that some of the money which goes into pensions and buildings could be ours to use as we liked. We might, for instance, study a man's situation before he attempted to escape, and if possible treat those elements in his personality and environment which made flight seem necessary. And even if separation from job or family should finally be the solution (as case workers we sometimes know it is), then the separation might be effected in such a way as to give both the man and his relatives a minimum of guilty feelings on the subject.

Family breaks are delicate operations and need more skillful and sympathetic handling than our national soldiers' homes provide in their easy acceptance of situations. That is what you think, of course, if you can allow yourself to grow cold and intellectual. But while at the home you don't—you couldn't possibly. You simply sit and sniff pleasantly the sharp odors of the new spring earth, and contemplate brick and mortar and gravel which the government piled high to show the world it was paying off a debt.

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The Teacher Steps Out

By ELISABETH IRWIN

WOMEN never did do much as pirates, and as brigands and bandits they have had only a desultory success. This does not mean, however, that they do not like adventure. It means only that they have had to find other means of expressing themselves adventurously than in these regularly appointed channels.

Perhaps there is no greater adventure than to recreate an old thing into a new one, to make that which seemed dead, live again, that which seemed empty, to be full. The teaching profession had long since ceased to be a romantic calling or a thrilling occupation when out of itself grew a new meaning. The new movement in education is not something that is being put over by boards of education or principals of schools or their administrative underlings. It is, on the contrary, a yeast-like fomentation going on within the ranks of teachers themselves.

With the coming of the new era in education has come a place for a new teacher. The modern classroom is one of life, of activity, of self-expression for everyone in it—not only for the pupils but for the teacher. With the screwed-down desks has gone the screwed-up teacher. A most superficial observer can see that something has happened to the traditional pedagog in this new setting. The look of worry has gone, for she no longer need pose as omniscient. The sense of rush and hurry has subsided for her because the pace has become a child's pace and she is no longer responsible for covering pre-ordained assignments. Boredom has been assuaged by the introduction of reality into the classroom. Spontaneity has replaced routine and the monastic barrenness of the old schoolroom has been redeemed by the presence of tools and implements for work and for play.

The teacher shares the feelings of a little girl who was recently asked by a teacher who met her in the hall if she was working hard. She thought a minute and said, "I suppose I am, but it doesn't feel hard."

There is such a wide variety in the work of schools of the modern progressive type that it is hard to be specific in describing the work of the children or that of the teacher. A general outline of almost any school, however, would include for its primary classes: periods of work with tools; building with blocks; painting on large paper with vivid colors; clay modelling; music; rhythms; outdoor play; trips to see real things connected with the life of the children, such as markets, trains, boats, shops, and the like, and discussion of the new and interesting things they have seen together.

What is the part of the teacher in such a program? Can she be expected to be an artist, a musician, an artisan and all the rest?

Every talent which a teacher has may here be of use. But a specialist in any subject would be out of place. The teacher must be a co-ordinator of all these activities. In some of them she must be a leader, in many a follower, but in none need she be a professor. The children are experimenting with new media as means of expression. What they want is a rich environment and a sympathetic critic. What a little child who is painting a picture needs is not a master of technique to instruct him, but someone to show him how to wash his brush between the red paint jar and the green, and to hang up his picture when it is done so that he may feel sufficiently satisfied to go on another day. When a child tells a story, he needs someone to write it down and read it back to him. It is through such simple assurances that growth is encouraged. And growth is the goal of the new education.

POISE and stability have always been an asset in a teacher, but never were these qualities more necessary than in a situation made up of a series of emergencies growing out of the social life of a group of spontaneous experimenters. Sometimes a visitor to such a class will have a hard time finding the teacher among the busy participators in some scheme of building. She may be helping put a mast on a boat or a cow-catcher on a train, but no one need be deceived as to her importance. If an atmosphere of calm pervades the room, it is probably the result of her organization of material beforehand. If the spirit of industry pervades, it goes back to her foresight in preparing a working situation. If chaos or confusion is unaccountably rife, it is her lack of these things. In no school of all time has the personal character and equipment of the teacher played a more important part.

No person can qualify as a modern teacher without poise, without enthusiasm, without willingness to work hard, without a broad background of information, without great common-sense and an ability to meet emergencies with assurance. Prescribed preparation can not insure these things. Such a teacher must be a real person and live a real life in touch herself with reality in order to bring the tang of reality into the classroom.

Drawing by Gerta Ries

"With the screwed down desk has gone the screwed up teacher." This means, Miss Irwin points out, deepened satisfaction for teacher and pupils together. It means, too, that home and community agencies are becoming as much a part of the actual school picture as are the crayons and blocks and little red chairs of the "new" education. Parents and social workers are joined by this new sort of teacher in meeting the problems of Billy's adenoids, Dora's insufficient breakfasts, Tom's petty thieving, Peggy's truancy. The richer, freer school life the new teacher represents is a growing force in preventing youthful ills of the flesh and of the spirit, and the new teacher is a team mate to be counted on in straightening out the difficulties of home situations which are behind most of the difficulties of the girls and boys themselves.

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Adequate Salaries

By THE EARL OF CAMPERDOWN

THE editor of The Survey has done me the honor to invite me to give my personal views and experiences on the subject of salaries for social workers. I do not pretend to have made a special study on the question for this occasion because life is always contributing new experiences, and sometime even while writing new ideas will arise. It happens not infrequently that practical experience is a better guide than theory because you are dealing with humanity and not with opinions.

I have concluded that as we do not know one another I had better begin by giving you some slight account of myself and my training, also of my experience. I was born in 1845, and when I was about to leave Eton College, my father asked me what I would like to do in life. I replied that I wished to be an engineer, for I had played with locomotives on the railways some while. My father applied for advice to Mr. Errington, a well known civil engineer whom he knew. Mr. Errington kindly took me into his office in Duke Street, Westminster, for about eight months, and then told my father that my bent really lay in mechanical engineering. He then was good enough to arrange with Maudslay Sons & Field to take me into their works in Lambeth, London, as a pupil-apprentice. The firm was one of the oldest and best known engineers and dealt with the heaviest and most varied engine work. I was there from 1863 until April, 1867, (just when steam was coming into vogue for the British Navy.) We had from thirteen hundred to fifteen hundred men and stood on three and a half acres in Lambeth, and had five acres down the Thames River for the boiler-shop.

As a pupil-apprentice I had the great advantage of working with the men in all their different trades. Thus I was daily and constantly in close conjunction with the men, receiving their criticisms or advice, and even their friendship in many instances, which I carried through life.

You cannot fail to perceive how valuable was such an education, not only for its professional advantages, but also for the way I was learning to live with men. Also of necessity I came into contact with salaries and wages.

I left Maudslay's in 1867, and while I was pondering the future I received an invitation to join the old firm as partner. Most of the old members had died off or retired meanwhile. Almost my first act in the firm was to obtain the engine contract from the White Star Line then starting in Liverpool. We engined the Oceanic, Baltic and Adriatic; also the Britannic and Germanic. I overworked for eighteen years in a successful endeavor to keep the firm from bankruptcy, and then I collapsed as a result of this prolonged strain and grave financial anxiety. This is enough of my background.

The chances of life brought me to Boston, and in 1910 I had lost my wife, so I began to think out life afresh. A dear friend asked me to accompany her to the Cooperative Workrooms in which she was interested. I was appalled at the condition of the rooms and I could see how it grieved my friend for there seemed to be no hope. Then, while I was in Germany in 1911, my friend was taken from us suddenly. On my return I went to the Cooperative Workrooms, which latter was in worse condition than in 1910, and near to collapse. I thought I ought to tell Mrs. James T. Fields, as she had been the founder of the work. Mrs. Fields was confined to her sofa but she at once discussed the situation with me and there were many difficulties. Suddenly, she turned to me and said, "Will you not undertake the reorganization in memory of our friend?" I thought a while and then replied that I would undertake it *on condition* that I should have absolute and undisputed control; otherwise I could do nothing. Mrs. Fields saw the members of the board of managers who acceded to my terms. I took hold in the spring of 1912.

In a short time I foresaw many difficulties, and after planning it out I at once started on the idea of separating the Treasurer's General Fund of the Cooperative Workrooms from a new and separate fund to be called the Georgiana Goddard Eaton Memorial Fund. The Memorial Fund does not in any sense belong to the Cooperative Workrooms. It is a trust fund under control of a trustee. The duty of the trustee is to pay the staff salaries, so long as the Cooperative Workrooms endeavors to perfect its work. But if, unfortunately, the Cooperative Workrooms should not fulfill its best work the trustee of the Memorial Fund will warn the general manager of the Cooperative Workrooms that he will be compelled by the trust deed to exercise his refusal to continue payment of salaries.

THE purpose of all this is to ensure salaries generous enough to exclude financial anxieties from the staff. You will also perceive that this arrangement makes it the personal interest of every one on the staff to do his or her utmost to perfect all that comes into their hands.

Low salaries are thoroughly discouraging, and whether you like it or not you will not have the most efficient persons come to you. This is true of every trade or profession. You cannot hide it from yourself, however much you may try to disguise it.

I myself witnessed a most interesting example of the result of low wages. A benign gentleman, a great scientist, brought out a wonderful method for producing a most superior class of material. It was an entrancing opportunity for idealism—and many young chemists were trained up successfully by their chief. But, alas! the chief could not bring himself to give good salaries. The men were splendidly loyal but the chief proved obdurate, and year by year this wonderful business crumbled away. This is an absolutely true story and a lesson in high class economics.

Returning to the Cooperative Workrooms, we see daily the loyalty, perfect confidence and freedom which pervades the whole staff, and how truly they recognize the value they can contribute to our work and how closely it is bound up in helpfulness and affection. I must bear witness to the love and guidance of Miss Newton, the general manager, which has bound together all our staff as one united family.

No one, no matter how much he may try, can possibly do his best work when his life is overshaded by anxiety, especially of a financial nature.

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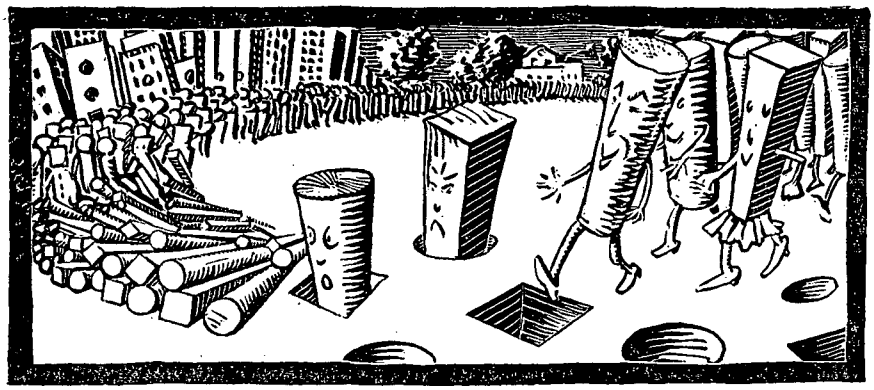

SOCIAL PRACTICE

Cooperative Cops

CHICAGO'S police department has recently celebrated the second birthday of its bureau for unemployed boys. During these two years just short of 25,000 applications for jobs have been made to its chief, Lieutenant J. J. Scully, and 21,759 of these have been successfully filled. The bureau is founded on the old belief in Satan's ability to use idle hands, and that if boys are regularly employed when they leave school there will be less chance of their getting into mischief, and later, crime. Although operated by the police department, the bureau is in no sense an agency merely for delinquent boys; ninety-nine per cent of the applicants, Lieutenant Scully reports, have never been inside a police station till they come in search of a job.

New York is to try a somewhat similar experiment through a bureau of crime prevention for which the Board of Estimate has just appropriated $99,000. This bureau, operating under the police department with civil service investigators, will work with social agencies to find and help boys and girls who need work, recreation, advice as to schooling and the like. Captains in the precincts will be asked to keep an eye out for boys who are unemployed, or hanging around poolrooms, speakeasies and other questionable places, with the hope that wise help in adolescence may prevent serious trouble later.

Specializing Foster Homes

IF normal children need a family home, why is there not an even greater need for the comfort and help that such a home can provide for children who are sick or crippled or otherwise in need of special care? Believing that there is, the Children's Mission to Children started in 1912, at the suggestion of Dr. Richard C. Cabot, to offer to hospitals a special service in placing children who could be discharged from the wards if only they had suitable homes where the hospital's treatment could be continued. To meet this particular need special foster homes have been selected in which the foster mother has been a graduate or practical nurse, or perhaps just a person with good "horse sense" and proven ability to carry out doctors' orders. Many of these "hospital children" are orthopedic cases; some are still confined in plaster casts or strapped to frames, while others, further advanced toward recovery, need only a skilled masseuse. Others need special diets, or hours of rest in bed each day as they convalesce from heart disease or St. Vitus' dance. Most of the foster homes can care for only one, two, or three children, but there is one, the home of an experienced masseuse, where five children with orthopedic defects are cared for; and there are two homes, both under the direction of experienced nurses with an assistant, which can accommodate ten children each, though their full capacity is seldom utilized.

The children in foster homes are supervised by visitors from the society's Boston office, who accompany them to the hospital clinics as their treatment goes forward, carry back the doctors' instructions to the foster mothers, and make sure that the subsequent care is correctly administered. For taking children to the clinics there is a seven-passenger closed automobile, with sufficient room for a child strapped to a frame. One worker is able to supervise about twenty-five of these sick or convalescent children adequately, whereas the standard for well children is considered to be about forty for a worker. The board paid in the foster homes is from seven to ten dollars a week, of which the parents pay what they can afford; and of course during the care of these children, as of well children, every effort is made to fit both the child and the parents for an eventual reunion of the family. The service has proved successful from the point of view of the hospital because it makes it possible for the physician to carry his work through to completion and at the same time frees hospital beds for more urgent cases, while it is a boon to families and children in homes where the parents are too much occupied or too ignorant to carry out the clinic's instructions until a child has recovered completely.

Charting the Course of Crime

ON January 1 a national system of crime statistics will be installed following two years work by the committee on uniform records of the International Association of Police Chiefs. Luther Gulick, chairman of the Governmental Research Association, has designated their study as "the most important single piece of work for the advance of public administration during the year." It is expected that Congress will authorize the Department of Justice to take over the compilation of crime statistics from the police chiefs as five years ago it took over the clearing house of identification records which they started.

The system starting on January 1 has reconciled the penal laws of the states so as to make possible a common basis of statistics on twenty-one varieties of crime. It will include reports from practically all the large cities, from many middle-sized and smaller ones, and from the whole state of California, which requires crime reports from all communities, rural as well as urban. Monthly reports will make available facts as to the current course of crime and two annual returns will be given to deal with different phases of the situation. It is believed that the registration area already arranged for is sufficiently distributed and broad enough to show at last, and for the first time, some definite knowledge as to whether crime in the United States is on the rise or wane.

What Prohibition Prevents

WHILE the general net effect of national prohibition continues a matter for anxious debate, the Massachusetts Society for the Prevention of Cruelty to Children comes forward with its apparent results in a state generally regarded as "wet" and in a type of social work which deals with "the very worst types of family problems." In the last pre-war year, 1916, intemperance so serious as to figure as a cause of child abuse accounted for 47.7 per cent of the factors in cases handled by the society. In 1921, under post-war prohibition, that percentage became 16.8. The high-point in this period was 1923, when the percentage of intemperance among the "factors and elements in neglect of children," as measured against the society's yearly average of 5,000 families from all

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parts of the state, had risen to 23.2. In 1928, according to the recent report for that year, it had fallen again to 20.8 per cent. "At all times since national prohibition," the report comments, "intemperance, as it affects our work, has been reduced to less than half what it was before. Whatever else may be said, national prohibition, poorly enforced as it may be in Massachusetts, has by so much reduced child abuse and neglect caused by intemperance as seen in our work, and, by the same token, has contributed greatly to the peace, comfort, and happiness of mothers and children."

Rating Welfare Investment

HOW essential a social work "Dun and Bradstreet" may prove was recently shown once more when the Bureau of Advice and Information of the New York C. O. S. investigated, at the request of a contributor, a home for crippled children. It was found that two old ladies had run the home for years, and one is now bedridden and more than eighty. Thirty-four youngsters, some of them mentally deficient, were herded together without schooling, recreation, or adequate health care, under one employe, a nursemaid. They just sit, and if they quarrel, get a strapping. Board members who had allowed the use of their names for years, knew practically nothing of the home and could hardly believe the facts brought to light. The C. O. S. offers to its members an analysis of their current investments in welfare from the confidential records maintained by the bureau of appeals and information on all charitable efforts seeking funds in New York City, and will also advise contributors as to unmet or inadequately supported needs, so that in the current giving of their money or names or in bequests, they may accomplish the greatest good.

Help Santa Claus Be Himself

BACKED by some two hundred social agencies, the New York Welfare Council is broadcasting a message on Christmas giving re-iterating the simple but often-forgotten facts that the gift that counts is the one that pleases the recipient, not the giver; that Christmas is a family festival, whose spirit is best preserved when the family is enabled to play Santa Claus to itself, rather than when a stranger appears to play the giver bountiful; and that for a family in distress the greatest gift is a helpful friend, such as a social agency, who knows the urgent needs and can make a year-round gift through contributions evoked by the generous spirit of Christmas.

How Harrisburg, Pennsylvania, applies community planning to Christmas through a Christmas cheer committee of its Welfare Federation is told in a letter to The Survey from Charlotte Owen, assistant director. Seventy civic and social groups, including twenty churches, cooperate in the committee. Among its activities is newspaper publicity on the fifty neediest families, *a la* New York Times, which last year brought in $4,000 for Christmas extras (as well as gifts in fuel, food, clothing and the like) for cases known to social agencies whose continuing needs were met by the agencies on an all-year plan; a clearing house to see that Christmas baskets were equitably and appropriately distributed, while to mothers known by the agencies to be wise planners and buyers, money instead of food was given, so that the family could have the fun of buying its own; a toy mission, through which some 5,000 contributed toys passed to be put in order by volunteers before they went to children in institutions or in families where stockings otherwise would have hung limp; Christmas parties for children in institutions and lonely men.

There are five sewing centers in different parts of the town where mothers recommended by social agencies may go to make clothes for their children. Materials are furnished without charge and help is given by sewing instructors from the public schools and volunteers. Four or five days before Christmas the sewing centers are transformed into candy kitchens, where mothers and big sisters without the means or equipment at home come to make candies for the family Christmas. Sugar, nuts, and expert advice are provided, and when one finishes enough for her own family she helps a neighbor. Through the newspapers the committee makes an annual appeal to individuals to become Christmas friends to needy families, serving as the link between the right would-be friend and the right family, and introducing them several weeks before Christmas to allow time for a friendly understanding to develop. "An important by-product of the Christmas cheer committee," Miss Owen writes, "is that through contacts made in the Christmas season the general, year-round social welfare program of the community frequently wins understanding and support."

"PROHIBITION THE BEST PRECAUTION"
Cartoon from the Egyptian paper El Musbah, reproduced by The American Issue.

To Control Feeblemindedness

TEN points toward a practical state program for the prevention and control of feeblemindedness are proposed by E. R. Johnstone, director of the Vineland, New Jersey, Training School, in publication No. 14 of the New Jersey State Department of Institutions and Agencies, Trenton. Among other provisions stressing institutional care, education and the like, Mr. Johnstone suggests that brief case records of persons of known degenerate stock who come to the attention of public bodies as offenders or in need of special protection should be filed with the state department, and that home-finding societies should investigate their wards' histories carefully to make sure that no child of degenerate stock is placed in a normal home. Of measures toward control "those relating to biological prevention are by far the most significant. . . . Biological prevention is accomplished only through segregation or sterilization." Other papers in the same publication by Dr. Edgar Doll, research director at the training school, and Elizabeth Kite, research assistant, discuss, respectively, the feebleminded in the community under changing conditions and mental deficiency in typical degenerate families. In New Jersey as in other states, Dr. Doll believes, "the social menace of the in-bred feebleminded is possibly greater than before because of the more intimate contact with the outside world and the dissemination of families through easy transportation and improved pecuniary status." Shacks formerly hidden in the world are now out on the paved highway. The modern "Piney" has an automobile. Young people from these degenerate families are scattering to the cities, where their social history is unknown to those whom they might marry, and where complicated ways of living require an adaptability of which they are incapable.

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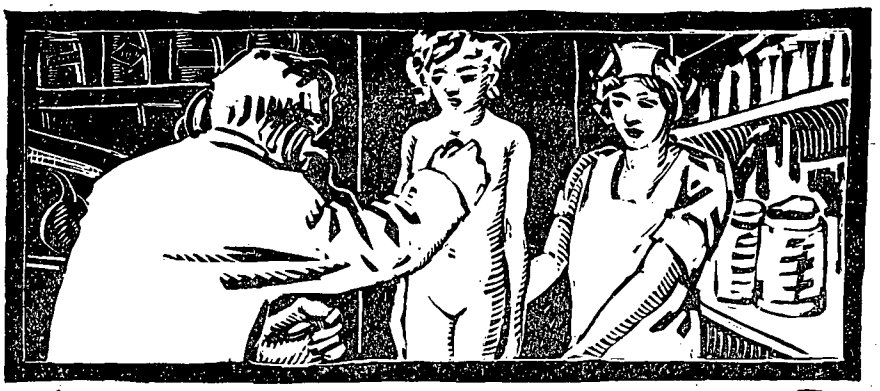

HEALTH

The White House Conference

COMMITTEES are ready to start work on what Dr. Ray Lyman Wilbur considers the most sweeping study of child welfare ever made in preparation for the White House conference on child health and welfare, called by President Hoover several months ago and to be held in 1930 or 1931 under Dr. Wilbur's chairmanship. The work of the conference has been divided into four major sections with chairmen as follows: medical service, Dr. Samuel McC. Hamill of Philadelphia; public health service and administration, Surgeon-General Hugh S. Cumming; education and training, Dr. F. J. Kelly, president of the University of Idaho; the handicapped child, C. C. Carstens, director of the Child Welfare League of America. Under each of these major divisions are specific sub-divisions, each in turn under the direction of a recognized expert in that special field. In all, more than five hundred men and women who are authorities in their subjects are cooperating in the preliminary study and recommendations which probably will require a year or more of work.

Believe It Or Not

ADORNED with a cover of modernistic antlers, the most recent publication from the Department of Agriculture to reach our urban office bears the surprising title, Reindeer Recipes. So far Santa Claus's steeds are the only reindeer our home has met, but apparently the future holds other possibilities, for the federal bureaus of home economics and biological survey inform us that reindeer raising has become Alaska's most practical agricultural enterprise, and that reindeer meat, "marketed first in the Northwest, then upon trans-continental trains and in metropolitan hotels," now is getting into the general market so that housewives write in for recipes. In the leaflet (No. 48), treated as steaks, chops, roasts and the like, it looks entirely feasible.

In the meantime, in case home markets still look askance when you ask for reindeer rib roast, two other new publications, circulars No. 84 and 89, present material of inevitable pertinence. In the former, Sybil L. Smith brings the vitamins up the alphabet all the way through G and tells where they lurk. No. 89, a study of the nutritive value and cost of food served to college students, by Edith Hawley, will be of interest to institutions of many kinds in its finding that at 1926 prices a liberal diet was supplied at 40 to 45 cents per man per day.

Airplane Ambulances

THE much-maligned cost of medical care may take another dizzy upward curve if the doctor prescribes an airplane trip to the hospital. Announcement has recently been made by a flying service and an ambulance company that airplanes will be regularly available to rush patients to New York for emergency treatment and operations, or conversely, to carry patients from New York to any point where there is an adequate flying field. Airplanes of various types will be used according to the nature of the case. Regular arrangements have already been made, it is said, with ambulance companies in other cities to ensure service day or night, to and from Atlanta, Birmingham, Boston, Buffalo, Chicago, Indianapolis, St. Louis, Oklahoma City, St. Petersburg, Pittsburgh, Philadelphia and Springfield, Massachusetts. Airplane ambulances have been used successfully by the French army in desert districts where prompt transportation of the wounded could not be managed by other means, while Australia's famous system, reaching out into the bush, was described in Flying Doctors, by Alice Henry, in The Survey of October 1, 1928.

To Prevent Blindness

DELEGATES from twenty-five countries called together at The Hague in mid-September have organized the International Association for the Prevention of Blindness, which will have its headquarters at 2 Avenue Velasquez, Paris. Professor Felix de Lapersonne, of the University of Paris, was elected president, and Dr. Park Lewis, vice-president of the American National Society for the Prevention of Blindness, becomes vice-president of the new association, the aim of which will be "to study through international investigations the causes, direct and indirect, which may result in blindness or impaired vision; to encourage and promote measures calculated to eliminate such causes; and to disseminate knowledge on all matters pertaining to the care and use of the eyes." At the conference was presented the results of a two years' study of the prevalence and principal causes of blindness by the International League of Red Cross Societies, whereby it was estimated that there are probably about 136 blind persons to every 100,000 of population, or approximately 2,500,000 in the world. Smallpox, once the greatest cause of blindness, is all but eliminated in progressive countries, though still disastrous in India, but trachoma and "babies' sore eyes" remain, and industrial hazards continue to be of tragic importance. Among the activities of the child welfare committee of the League of Nations in the field of blindness is a study of the effect of children's employment in movie studios on their eyes and general health.

Bills for Business Budgets

ANNOYING as it is to find that one's secretary has overstayed her lunch hour in an effort to tuck in a hurried visit to doctor or dentist, most executives must admit that their organization gives the business girl little choice of an alternative. The girl herself, on the other hand, is confronted with an acute problem in discovering sources of medical care that are within her purse and compatible with her pride, her standard of living, her education and culture. As a solution for her difficulty, especially in a large city like New York which brings many professional people far from their home towns and family physicians, the Association for Improving the Condition of the Poor has organized a medical service club for young women, with an advisory committee of especially qualified physicians and a staff of women physicians, a nurse and a secretary selected because of their professional skill and their understanding of business girls and their problems. The "club," in

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an apartment building, is open daily except Saturday from 5.30 to 7.30 P. M. Patients are seen by appointment only and the whole arrangement and atmosphere is that of a private physician's office. A charge of two dollars is made for the first visit, which includes a general physical examination, and of one dollar for subsequent visits, while arrangements have been made to have prescriptions filled and x-rays and other work done at the lowest possible rates. For further information address the Medical Service Club, 264 Lexington Avenue, or the A. I. C. P. at 105 East 22 Street, New York.

Miss Mercy's Mission

MARIONETTES, which drew so big a crowd that the window behind which they were displayed had to be reinforced by a base-board, proved the trump card of the Hartford, Connecticut, Visiting Nurse Association in educating the public during that city's recent campaign. During the whole year the association keeps window displays going in different parts of the city, but during the campaign week it had five "stills" in various neighborhoods and this puppet show in one of the chief stores. The voices of the puppeteers were heard outside the window through a public address system of amplifiers, explaining the visit of Miss Mercy to the home of the unfortunate Carters. Miss Mercy calls, the amplifiers explain, to dress the broken arm and injured foot of the husband, who had been hit by a hit-and-run driver. Then she finds that Mrs. Carter has tuberculosis; Tom, the fourteen-year-old, is a mental case, uncontrollable in the home; nine-year-old Mary has a sore throat from swollen tonsils, while the baby has rickets and temper tantrums. After attending to the father, Miss Mercy promises to arrange for financial aid to the family, medical services for the girl, expert advice for the mother in the care of the baby and Tom, and a chance to the mother to go to a sanitarium, with the assurance that the children will be cared for while she is away.

The puppet show thus represents a cross-section of the services of the association, though in kindness to the organization itself and suffering humanity it may be hoped that families like that do not pop up in every day's work. Incidentally it is the Hartford Visiting Nurse Association that gets out those admirable buff and blue annual reports, from which silhouettes of nurses frequently are borrowed to adorn the pages of The Survey; reports that year after year are an outstanding example in brevity, clarity, and charm.

Pity the Poor Ostrich!

THUS exhorts the leaflet issued by the Greater New York Committee on Health Examinations, from which is taken the gentle beast above, drawn by C. LeRoy Baldridge. The ostrich, the committee points out, has been maligned in the fable that he hides his head from danger. On the other hand, that foolish trick is a favorite device of man.

"'Oh, I'm all right,' says Mr. Averageman," as quoted in the leaflet. "'I don't need a doctor.' And thereby he tosses reasons to the winds and buries his head a few inches deeper in the quicksands of false security."

While the chances are that he and his family may be all right, the committee believes that to make wise use of medical protection, Mr. Averageman and his family should have periodic health examinations as follows

The infant should be examined once a month
From 6 months to 2 years once every 3 months
From 2 years to 5 years once every 6 months
From 6 years to 25 years once a year
From 25 years to 45 years once every 2 years
From 45 years to 65 years once a year
From 65 years and over once every 6 months.

Even more interesting than the ostrich is the fact that the campaign in which this leaflet figures celebrates a new precedent in the relationship of the medical profession to the press, to advertising and to public health education. The Greater New York Health Examination Committee represents the five county medical societies of Greater New York, with a united membership of 10,00 physicians, supported by the New York City Department of Health and cooperating with public schools, welfare, community and social organizations; and organs of public information, such as the radio, press and moving pictures. This is believed to be the first time that such a campaign has been arranged under the leadership of the medical profession as such.

Ultraviolet Rays En Masse

TO give to many children the benefit of regular and exact doses of artificial sunlight through the long dark months of winter the Chicago Board of Education has just installed an ingenious apparatus at the Spalding School for Crippled Children which has many young pupils with bone tuberculosis. The apparatus, described by Dr. Benjamin Goldberg in a recent issue of the Journal of the American Medical Association (vol. 93, No. 18, p. 1377), consists of a sheet metal "room" twenty feet long, eight and a half feet wide and nine feet high, open at the ends and elevated above the floor of the building it occupies. Through it runs a conveyor, or moving platform, operated on the endless chain principle, which can be regulated to operate at speeds requiring from forty-five seconds to four minutes and a half for the length of the "room." The children, stripped, with goggles to protect their eyes, stand in the center of the platform, which is marked with painted lines, and are carried between a double row of mercury quartz lamps equipped with reflectors to distribute the light evenly. The amount of light exposure can be controlled by the speed at which the platform travels, by the voltage control transmitted to the mercury arc, and by curtailing the numbers of arcs in use at one time. Ramps approach the platform at each end, up which the children in wheel chairs can be brought easily, while nurses stand ready to help them on and off. Children are grouped according to the amount of treatment suitable for each, and at the beginning exposure of forty-five seconds, approximately 250 can be passed through the "sun room" in an hour. Further reports are promised of this new experiment which may prove of much interest to hospitals and other institutions.

Keep the Cows Employed

THERE is food for reflection as well as statistics in a recent release of the federal Department of Agriculture rejoicing in the increased consumption of milk, especially in the cities, but pointing out that families of large income are larger and steadier consumers of dairy products than those with small, and that "dairy products are prosperity foods." It would be a public health tragedy if such things as stock market gyrations should alter that fifth of our annual American expenditures that goes to buy dairy products.

Courtesy National Dairy Council

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COMMUNITIES

A Clinic for Drivers

THE traffic troubles of eighty-seven out of every one hundred drivers who actually come to court for traffic violations, might be predicted in advance, according to the findings of a clinical study undertaken of five score traffic offenders brought before the Recorder's Court of Detroit, Michigan. Unselected as to person, so as to be truly representative of the group, selected to some extent as to type of offense so as to include both serious violations and others relatively less so, a careful psychiatric and general physical examination was made of each violator, supplemented by such investigation as was possible as to past history and present circumstances, personal and social. The conclusions of the examiners indicate that a large per cent of traffic violators who come to court are not to be deemed competent or safe drivers. Twelve individuals were classified as definitely feebleminded; 42 as of inferior intelligence; 1 as psychotic or "insane;" 1 showed an active epileptiform tendency, at least 3 were very seriously handicapped physically; 46 were seriously handicapped by alcoholism; 3 had no license; 35 no insurance, and 25 more no liability insurance; 2.4 was the median number of those having previous difficulties. Only 13 out of the 100 examined were given a clean bill of health as safe drivers.

Thus it will be seen that, no matter what panaceas are applied, there will always be a serious traffic problem until we do away with reckless or inefficient drivers. To this end increased strictness of licensure, to include "scrutiny of mental and personality traits as well as other factors," is recommended, supplemented by the granting of trial licenses covering a period of six months or a year with final licenses issued at the end of that period if merited. Based on a specifically local group, Dr. Theophile Raphael, Dr. Alfred C. Labine, Helen L. Flinn and L. Mallard Hopkins, who were responsible for the study, point out that carefully as they have carried out their investigation, it is necessarily simply of the ground-breaking type, provisional rather than final in its texture. Yet it points the way to a new approach to a serious safety problem.

They Will Remake New York

THE Regional Plan of New York and Its Environs was presented to the public several months ago. The newspapers devoted an unprecedented amount of space to it. Survey readers certainly know all about the plan (see Survey Graphic for November). The question now is, what will be done with the plan so universally acclaimed and enthusiastically received? Acting in the belief that what is everybody's business is nobody's business, a group of men altruistically interested in the program so carefully worked out at a cost of almost one million dollars, have organized the Regional Plan Association "to make the plan effective by organizing public opinion and public cooperation in support of it." A clearing house of planning information for the region, the association will attempt to interpret the value and utility of the plan to each community in terms of local needs, and to coordinate the plans of the various communities with each other and with the broader plan for the region as a whole.

The new organization seems to be meeting with popular favor. Already several hundred individuals have become members, while a large number of county sections have been organized. The association's first concrete piece of work is the preparation of a popular summary of the plan, presented in an attractive booklet, entitled A Close-Up of the Regional Plan of New York and Its Environs. The first edition of ten thousand was exhausted in ten days. On November 1, the association's second publication appeared, number one, volume one, of The Regional Plan News. In the words of its editors, "The purpose of The News, which will be published monthly, is to keep far-sighted citizens in lively touch with the planning activities in the counties and communities of the New York Region, and with the plans and projects of the Regional Plan Association." This first issue indicates that this promise will be carried out.

Regional Planning—a Health Measure

THERE are thirty metropolitan regions in the United States where rapid urban growth is taking place in the combined forms of more and more concentrated development in centers and more and more scattered and expanding development in suburbs. Probably with the single exception of Los Angeles, these regions comprise areas in two or more counties and include numerous municipal units, in some cases spreading into more than one state. In fourteen areas regional plans have been officially or unofficially undertaken—plans which are in various stages of theoretical and practical development. Again we bring to your attention a pamphlet published by the American Civic Federation from which this information is secured. The pamphlet gives in summary form the present situation in regional planning in the United States. Of the fourteen regional plans referred to, twelve have as their focal point a large city—Boston, Chicago, Cleveland, Detroit, Toledo, Los Angeles, Milwaukee, Buffalo, New York, Philadelphia, St. Paul and Minneapolis, and Washington, D. C. In addition to the plans concerned with the region around these metropolises, plans for the territory adjacent to and including Santa Barbara, California, and Onondaga County, New York, are under consideration.

It is the opinion of Thomas Adams, chairman of the association's Committee on Regional Planning and author of the report, that "although it is uncertain where the regional plan movement may lead in the future as a method of introducing a more economically balanced system of distribution of population in urban and rural areas, probably no movement presents more hope as a method of serving greater efficiency in production and healthier living conditions."

"Vacant Lots for Playgrounds"

THESE words might well be adopted as a slogan by cities and towns which have not funds to provide officially adequate play spaces for community needs, for use of private property for this purpose has been successfully adopted by a number of municipalities the country over. Detroit, Los Angeles, Pittsburgh, Orlando, Florida, Muncie, Indiana, and Hamilton, Ontario, are among the cities which have public playgrounds on vacant lots lent by private individuals or corporations. To

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induce owners to give over their land to be used temporarily for playgrounds, partial or entire exemption from taxation is usually granted, a method especially effective in the case of ground that is being held for future industrial or business expansion. Although there is no set rule regarding taxation of such property, there is unanimity of opinion that under no circumstances should exemption be granted until the land is actually in use by the public. Having gathered some material on this subject, the Playground and Recreation Association of America, which heartily endorses the plan, is eager to learn the experience and method of handling this vital matter by other communities. Does such legislation, while encouraging the loaning of property, discourage the actual acquisition of areas by the public? Thus far, the available information would lead to exactly the contrary conclusion.

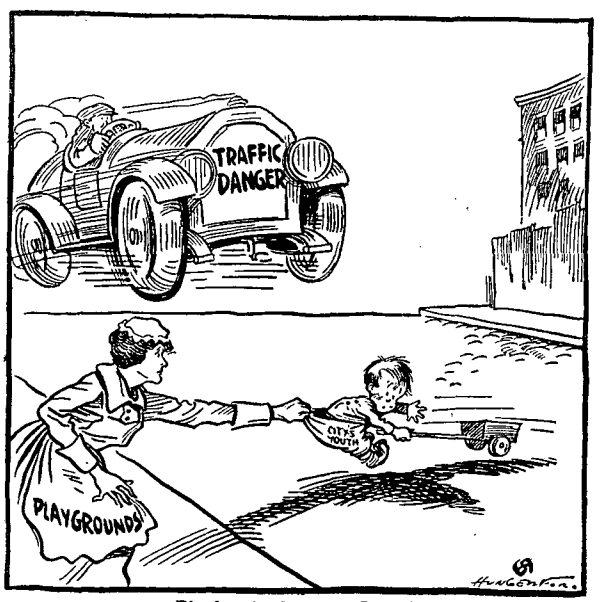
THAT neighborhood playgrounds are one of the main recreational needs, especially of large cities, is indicated by a recent exhaustive inquiry into matters recreational in the City of Rochester—a survey made under the auspices of the Rochester Bureau of Municipal Research by Charles Raitt for the Council of Social Agencies. Of 2,369 families studied it was found that about nine tenths have no play apparatus in their home yards, due probably to lack of funds or space. About one-third of the homes have no toys; nearly three-quarters have no radio, and only about a third of the children belong to any type of club or organized group. But two-thirds of the families of the children interviewed have means of travel to parks or country other than street-cars. To combat this situation, as well as the city's many other recreational needs, a *sine qua non* in Mr. Raitt's opinion, is the belief that recreation is a basic public utility involving the health and well-being of the individual and having an intimate relationship to community welfare. Only when such an attitude is generally accepted is there hope of adequately attacking the problem.

Cheaper Than Fire Insurance

THE downward trend in the annual fire loss in the United States, first evident in 1927, continued in 1928. Though preliminary estimates show it to be somewhat less than the previous year, there will probably be a saving of approximately $80,000,000 in the annual loss from this source. Claiming that the annual Inter-Chamber Fire Waste Contest, begun in 1923, has stimulated an effort on the part of the contestants to reduce unnecessary fire waste in their cities and has been productive of educational values of great importance, the United States Chamber of Commerce holds up the methods adopted by the prize winners in the contest as models worthy of being followed.

Detroit's local Fire Prevention Committee is given a great deal of credit for the fact that although in 1928 there were 29,000 new buildings, the city's fire loss was reduced more than $2,000,000 over the previous year, not a single fire spreading beyond the building in which it originated. This committee of public-spirited citizens met monthly and devised and put into effect numerous precautionary measures. The Chamber of Commerce of Erie, Pennsylvania, another prize winner, made a complete survey of the city, showing the types of construction in each city block, indicating the need to relocate the fire houses so that the fire department might operate more effectively. In several instances this was done. In Owensboro, Kentucky, an educational campaign was conducted through the schools and churches, civic clubs and press, as a result of which it was claimed the fire loss was the lowest in the last thirty years of the city's existence. Abbay, Georgia, a city which has been among the prize winners four successive times, attributes its decreases in fire loss to a large extent to uniformed firemen who patrolled the mercantile section of the city twice each hour daily from eight o'clock in the morning until six in the evening, carrying salvage equipment to keep the loss at a minimum.

In the first competition, seventy cities were represented, in 1928, three hundred and seventy-four. Last year there was a decrease of more than $13,500,000 in property loss in participating communities, as compared with their average annual fire waste for the preceding five years. If the experience of the country had paralleled that of these competing cities, there would have been a decrease of nearly $200,000,000 in national fire loss.



Pittsburgh Citizens Committee on City Plan

The Right Kind of Nurse

California Points the Way

IN 1927 the State Park Commission of California was authorized "to make a state-wide survey of potential park areas, to determine what lands are suitable and desirable for the ultimate development of a comprehensive, well balanced state park system and to define the relation of such a system to other means of conserving and utilizing the scenic and recreational resources of the state; to make a report embodying the results of the survey; and to make recommendations regarding the means by which such a park system can be acquired." A big order, but one which has been successfully completed under the direction of Frederick Law Olmsted, well known city and regional planner. A report of the survey has already been presented to the legislature. In addition to offering a carefully worked out and apparently feasible program for preserving the scenic beauty of California and providing its citizens—to say nothing of its visitors—with outdoor recreational facilities, Mr. Olmsted's report is in reality a profound but readable treatise on the general subject. Discussing not only the theory of outdoor recreation, Mr. Olmsted outlines and analyzes various methods by which park lands may be preserved and acquired by the public, stressing the actual loss in money and less tangible values that will accrue to the public if appropriate action is not taken. The report (which may be had from the California State Printing Office at Sacramento) is too full of interesting material to be summarized here, but a careful study of it is recommended to all who are interested in conservation. The systematic examining and checking up of approximately 330 park projects recommended from various sources—of which 171 were rejected "for cause"—is indicative of the careful method employed in the survey. On the basis of this report, California's (contingent) bond issue of six million dollars authorized last year for park purposes should be wisely spent.

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INDUSTRY

For the Battles of Peace

CARRYING to an area of industrial warfare the "humane feelings," the care of helpless non-combatants, the succor of the disabled that the Red Cross takes onto military battlefields, the Federal Council of Churches and the American Friends Service Committee are organizing relief for the strike victims in Marion, North Carolina. This "systematic ministry of mercy" is based on a first-hand investigation and report made by Professor Samuel Haworth and the Reverend Milo Hinckle of the North Carolina Branch of the Friends Service Committee, and by James Myers, industrial secretary of the Social Service Commission of the Council. This inquiry made clear that:

There are no Communists or Communist issues involved at Marion. . . . A thousand breadwinners have been laid off by the Marion Manufacturing Company or left out of work by the closing down of the night-shift of the Clintchfield Mills. Following the strike of last summer, the people are without cash reserves of any kind. They need food, clothes, medicine, and nursing services. Little children are badly in need of milk.

Relief funds are being received by the American Friends Service Committee, 20 South 12 Street, Philadelphia, and by the Social Service Commission of the Federal Council of Churches, 105 East 22 Street, New York. Clothing and other supplies may be sent direct to Marion, North Carolina, addressed to the American Friends Service Committee.

Young Workers Who Go to School

THE employed boys of 14, 15, 16 years of age who attend New York's continuation schools earn more than $50,000,000 a year, according to a study of 75,000 of these boys recently completed by the Industrial Education Bureau of the State Education Department, and not yet in print. Individual earnings for the group studied averaged $643.40 a year. A study of the same number of employed girls in the continuation schools showed that they earn much less than the boys. Thus, more than half the boys (53.8 per cent) earn between $11 and $15 a week. Only 40 per cent of the girls are in this wage group. The directors of the study state:

It is hazardous to attempt any explanation to show why wages of boys are higher than girls. The ages of both groups are the same, the work except in the trades is not dissimilar, the mentality and experience are on a par. The girls as a group are more mature in judgment than the boys. On the other hand, the boys are stronger physically. The only possible explanation which may be offered is that it is an almost ineradicable custom for employers to pay higher wages to men than to women in the same occupation and that this same custom has been carried over to the employment of youths of both sexes.

Two out of five of these employed boys left school on completing the eighth grade, more than 30 per cent left earlier, while 20 per cent had one or two years in highschool. Two-thirds of the boys studied came from homes in which both parents were of foreign birth, chiefly Italian, Russian and Polish.

For the most part, these continuation school pupils were found to be law-abiding. Of the 65,000 boys included in this section of the study only 11 per cent had ever been under arrest. Theft, arson and crime against the person were the only serious offenses given. In most instances, arrests were for such slight reasons as riding a bicycle on the sidewalk, playing Sunday baseball or owning an unmuzzled dog. The study showed wide variation in what communities consider offenses warranting arrest. In one community, a third of the boys reporting had been under arrest, in another, only seven per cent.

So far as remedies are concerned [the report points out] in some cases the continuation school can help in providing wholesome recreation or make an effort to interest the boy, hold his attention and lead him into the occupation for which he is best fitted. Cities and towns can help by providing playgrounds where the working boy can release his pent-up desire to "do something" and where the doing will be guided in the right direction. With few exceptions, any boy of these ages can be interested in something that will lead to right instead of wrong. To discover what that interest is is our problem as educators.

The Westinghouse Plan for Old Age

A PLAN of annuity payments to retired workers which, those who drafted it feel, has "none of the ear-marks of paternalism or charity" and "offers no obstacle to the employment of the older workers" is announced by the Westinghouse Electric and Manufacturing Company. The plan affects all the 50,000 workers on the Westinghouse payroll and is designed to afford employes who retire at the age of 65 or older a substantial income for the remainder of their lives. As its share, the company gives the worker from one to six annuity units for each year of service, according to his salary class. Each unit entitles the holder to a dollar a month, beginning at retirement and lasting through life. The aim of the plan is to produce an average income equal to at least half the employe's annual wage, but by increasing his proportionate participation, the worker may secure a possible annuity income ranging from 60 to 90 per cent of his average wage. The company's share of the plan's cost will be paid as a regular operating expense, just as wages and repair costs are paid, and operated by the company under a deed of trust, so that the funds are safeguarded whatever the future history of the concern. The employe part of the program will be underwritten by Equitable Life. The net annual cost of the plan to the company is estimated to be 1.2 per cent of the payroll, and under Westinghouse's new budget method the actual cost is automatically exhibited every month.

Getting the Facts

WHEN the schedules for the biennial Census of Manufactures go out to manufacturers early in January, 1930, they will for the first time inquire into the existing practice with regard to the length of the working week. Specifically, manufacturers will be asked whether their workers are on a six-day basis, a five-and-one-half day basis or on a five-day basis. There has been much speculation as to how far the campaign for the five-day week has been successful, but the facts, on a nation-wide scale, are not now available. The migration of industry will also be a new subject of inquiry,

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because a trend of manufacturing away from established centers and from large cities has been reported by many observers, and because of decreased demands for certain types of skilled labor in some parts of the country. For the first time since 1919, detailed questions will be asked about the employment of women in industry, the number of shifts per day and the number of hours of labor per week.

Jobs for the Older Worker

TWO kinds of data are being gathered by those attacking the problem of middle-aged industrial employes: reliable statistics of number and distribution; experience of firms which have experimented in this field.

How a New England firm is meeting the problem of the older workers was described in the course of a recent address on the subject by Roderic Olzendam of the Metropolitan Life Insurance Company, before the National Association of Manufacturers:

The Norton Company, of Worcester, Massachusetts, believes that the average worker wants to keep active in factory work as long as possible. The company recognizes the danger of overloading the organization with workers who are paid more than their services are actually worth. In consequence, it has adopted a plan which has three distinguishing characteristics: considering individually each older man to determine his actual working capacity; keeping each in the best physical condition possible under the circumstances; so arranging the work that each man is physically able to use the large experience which he has gained during his productive years with the company. The plan is administered through the cooperative efforts of three departments of the company—medical, production and employment. . . .

It has been found that there are at least 32 types of positions in this plant which may be filled by older workers with profit to themselves and the company.

An allowance fund has been established which is drawn upon to pay each older worker the difference between what he actually earns and the amount he is paid. This prevents a hidden charge against production. The fact that, at present, of 39 men 65 years of age and over only 3 are unable to earn fully the wages paid them, is an indication of the satisfactory operation of the plan.

California's Wanderers

IN California the phrase "migratory workers" has two meanings. There is the great army of the unemployed (many of them industrially unemployable) that drifts in annually, fleeing from winter weather, and there are the wandering families that "follow the crops" from Imperial Valley to Merced. Both types of workers furnish serious problems to the state's industries, to social agencies and to the schools. As part of a program for dealing with the annual migrants, the State Employment Bureau was recently authorized to provide loan funds for unemployed men, and additional places for certain types of workers have been opened up in the State Department of Public Works. But these legislative measures are only the first two in a series proposed by August Vollmer, Berkeley's famous police chief, recently made a professor in the University of Chicago, which he believes will turn the horde of jobless migrants, now a social menace, into a state asset.

His plan is based in part on San Diego's experience in establishing a reclamation camp on 4,000 acres of waste land near the city for unemployed men, who obtained board, lodging and fifty cents a day working on city roads and boulevards, replanting a burned-over forest area and cultivating the trees and shrubs which later ornamented the grounds of the San Diego Exposition. When, in 1916, war needs demanded every available worker and the camp was closed, it was found that the city's investment in unemployment relief had been an economic success.

In a recent interview in the Christian Science Monitor, Mr. Vollmer explains the large-scale application of this experiment. He points out that California still has 11,000,000 acres of desert land. A comprehensive program for irrigating these areas has been drawn up under the direction of Elwood Mead, commissioner of reclamation appointed by President Coolidge. A program for reforestation of burned or cut-over lands has already been launched by the state forester, M. B. Pratt. So far, private lumber companies have taken the lead in this work. The plan for state-wide unemployment relief will gear into these reclamation and reforestation schemes, providing for the jobless migrants and, at the same time, taking up the slack in local industrial unemployment. Mr. Vollmer warns:

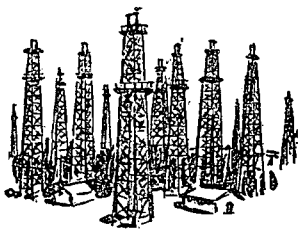
If the state doesn't help these men they will help themselves. When hunger and cold hit home they will steal. Hardly a week passes that we do not find some of the more helpless breaking windows and committing misdemeanors in order to get a bed and food in jail. When they have haunted the employment agencies and sought every kind of work, they finally turn to us in desperation. Under present conditions we have nothing to offer them.

Some of the problems of the children who "follow the crops" in California are set forth in a recent pamphlet by George B. Mangold, professor of sociology, University of Southern California, and Lillian B. Hill, chief of the Bureau of Attendance and Migratory Schools, California State Department of Education. (National Child Labor Committee, 215 Fourth Avenue, New York.) According to the school census of 1927, there were 36,891 children in the state "who claimed no permanent place of residence but declared their homes to be migratory." The same census reported 102,405 Mexican children in the schools, and "eighty-five per cent of these children are engaged in seasonal labor." The bulletin points out that the problem of the migratory child worker calls for more adequate educational provision and also for additional child labor legislation, in other states as well as in California. First, state laws should be made definite in regard to the employment of non-resident children who would be required to attend school in their home states. Second, these writers feel that "the time has come when a measure of control over agricultural labor must be assumed." They suggest that to existing state child labor laws there be added

A section dealing with and regulating the agricultural labor of children working for others than parent or guardian. For these children minimum age limits must be established, hours of work regulated, work permits must be required, and other reasonable provisions for their protection added. Special precautions must be taken to prevent the exploitation of children through the familiar device of arranging that the child work for, and he paid by his father, although both are in actual practice employed by another. Methods of enforcing the law must be provided.

Child Labor Day

CHILD LABOR DAY, 1930, will be observed Saturday, January 25, for synagogues, January 26 for churches, January 27 for clubs and other organizations. Suggested programs, posters and other material may be secured free of charge from the National Child Labor Committee (215 Fourth Avenue, New York). Two new studies of actual conditions in various communities are also available: Child Workers in Oklahoma, and Child Workers in Tulsa.



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EDUCATION

As Parents See Religious Training

AN inquiry into parental attitudes under the rather formidable title, A Survey of Moral and Ethical Values, has recently been made by the New Jersey Normal School for Jewish Teachers under the direction of Dr. Leon Mones, head of the department of psychology, and Louis Goldman, his assistant. A questionnaire was sent to a large group of Jewish parents asking what in their opinion was the effect of religious school experience on their children. The replies showed that about 90 per cent of the parents were watching their children's character development. More than 80 per cent believed they could list their children's good and bad character traits and about 40 per cent admitted that they were worried about various traits in their children. Most of the parents felt that attending religious school had a marked effect on the development of the children, that it made them more obedient, more respectful toward their elders, more considerate of their playmates, more faithful to household duties. The majority of the parents also felt that the training the children received in religious schools made them more self-controlled, less quarrelsome, more truthful. The investigators are convinced on the basis of their survey "that Jewish parents are thoroughly committed to the value of the Jewish religious school as a medium for the character development of the Jewish boy and girl."

It would be interesting to follow this inquiry with a study of the reactions of the boys and girls themselves to religious schools and to have their own guesses as to whether home, school or "religious education" most influences their lives.

Where Adults Go To School

IT may start with hooked rugs, local history or a baby show, but from small beginnings many American communities are going on to definite experiments with the theories and methods of adult education. An organization coordinating such activities on a state-wide scale was formed in California two years ago. A recent pamphlet giving the structure and purpose of this California Association for Adult Education (State Department of Education, Sacramento) not only touches some of the fundamentals of the adult education movement in this country but is rich in suggestion for adult education undertakings everywhere. The California organization has as its primary purpose

> to promote adult education by which men may learn to think critically and independently, to encourage uses for leisure time which contribute to a richer life for the individual and help the individual and society to develop and progress.

To this end, the association has established machinery

> to carry on community demonstrations which will illustrate the methods of organization, subject matter and method of teaching by which adults may be reached; to supply to any group of adults in the state the results of research into methods; to hold conferences with individuals and groups to assist them in promoting liberal education and carrying out their own chosen programs.

This report sets forth the plan of work during the past two years and describes in detail two community undertakings, one that began with handcraft, the other with local history.

Reports have recently been issued on two attempts to adapt the Danish folk school idea to American conditions. One is Ashland College, at Grant, Michigan, which completed its second summer session in August and is now planning a winter session of ten weeks, beginning in January (see The Survey, June 1, 1928, page 277). Twenty-five students will be enrolled. Their study will center in certain "life interests" with singing, group games, folk dances, drama and handcraft as essential parts of the plan.

This winter, Berea College in the Kentucky mountains is continuing the plan, interrupted by an influenza epidemic last year, of a series of adult schools—Opportunity Schools, Berea calls them (see The Survey, January 15, 1929, page 499). Members of the college staff hold sessions lasting three or four days in various communities, and in January a three weeks' school for adults will be organized on the college campus "for those who cannot attend school regularly but who are eager to learn."

Public School Scholarships

AS "an application of case-work technique in the education field," the latest social service monograph, Scholarships for Children of Working Age, by Esther Ladewick, describes going experiments in solving the problem of "the child who could profit by further education but who is forced to leave school to go to work because of financial pressure in the home" (Social Service Monographs No. 7, University of Chicago Press. Price $1.50 postpaid of The Survey). Miss Ladewick surveys the general question of scholarships for public school children in this country and presents in detail the work of the Scholarship Association for Jewish Children (Chicago), the organization which requested that this study be made.

Scholarship aid is based on the cost of maintaining in his home a child who has obtained working papers. It usually varies between $15 and $30 a month. The preliminary investigation includes the child's school record, his home situation, and a psychological study by the Institute for Juvenile Research. In the year of the study (1907), 325 children were thus enabled to continue in school through the Scholarship Association for Jewish Children and the Vocational Supervision League. Miss Ladewick points out: "Scholarship work . . . must inevitably, if it is to be well done, be in the hands of competent social workers who know the educational needs of children and the educational opportunities of their communities."

Training for Home-makers

LIVING in a family is recognized today as a fine art. The mastery of it is the real goal of an important department of modern education, according to a report on recent trends in home-economics training prepared by Emeline S. Whitcomb of the U. S. Bureau of Education (Bulletin, 1929, No. 25). Looking back over the past two years, Miss Whitcomb finds that:

> Home economics education . . . has made notable progress. Among the achievements are the formation of the Organization of Super-

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visors and Teachers of Home Economics, further curriculum revision, better integration of home-economics instruction with health education, larger opportunities for child development and parental education, organized courses for social and family relationships, increased interest in business opportunities for women trained in home economics, courses for boys and men, greater Federal appropriations, and more research in fact-finding studies in the various fields of home economics.

The revision of the home economics curriculum has broadened steadily since the early days when it was made up largely of trade training in the domestic skills—sewing, cooking, laundry, and so on. Miss Whitcomb points out that:

No one can speak with entire certainty as to what the curriculum should be, but there appears to be developing a common understanding among curriculum builders that the curriculum should aim definitely at the improvement of human living and behavior for all persons.

That home economics training is increasingly useful outside the home is shown by the many openings for home economics graduates described in this report.

Carnegie Lifts the Lid

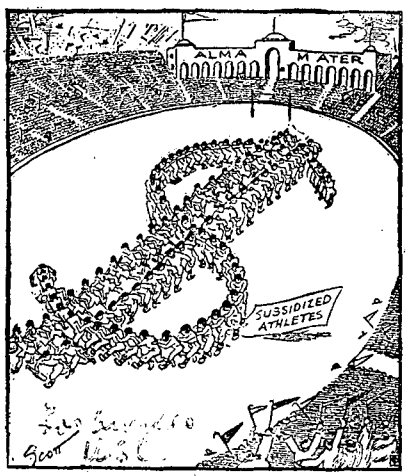
THE recent bulletin on American College Athletics, the bombshell casually tossed into academic circles by the Carnegie Foundation for the Advancement of Teaching, resulted from a three-year study covering 130 American and Canadian universities, colleges and schools, and involved the cooperation of more than 2,000 individuals. According to the report, this careful inquiry showed that:

The fundamental causes of the defects of American college athletics are two: commercialism, and a negligent attitude toward the educational opportunity for which the American college exists.

The greatest hue and cry was aroused by the details of "commercialism" which the report sets forth, in particular the recruiting and subsidizing of college athletes (see The Survey, October 15, page 82). To educators, the second phase of the report's indictment will probably seem even graver than the first.

After a statistical study of 18,667 students in 111 representative universities and colleges, the authors of the report find that "the common notion that athletes in general are poorer students than non-athletes is erroneous." They point out however that athletes shown by scientific testing to be of superior mental and physical endowment frequently fail to fulfill their promise in college:

The causes of this condition are ascribable . . . to the conduct, emphasis and values of modern college sport. This is the more unfortunate because success in life after graduation appears to be related less to personal athletic success in college than to high academic standing. The qualities of mental alertness and quick coordination are equally valuable to the athlete and the non-athlete, but academic pursuits appear to give greater opportunities for their use and development than athletics now afford.



Scott in The Emporia Daily Gazette

The report finds that, in regard to commercialism and also in regard to the influence of athletics on the academic life of the institution and of the individual, some responsibility rests with the alumni, a little with the college administrative officers and the lion's share with athletic officers:

The responsibility to bring athletics into a sincere relation to the intellectual life of the college rests squarely on the shoulders of the president and the faculty. What ought to be done? The paid coach, the gate receipts, the special training tables, the costly sweaters and extensive journeys in special Pullman cars, the recruiting from the highschool, the demoralizing publicity showered on the players, the devotion of an undue proportion of time to training . . . these ought to stop and the inter-college and intramural sports be brought back to a stage in which they can be enjoyed by large numbers of students and where they do not involve an expenditure of time and money wholly at variance with any ideal of honest study.

Which One?

The College President—
Such rawness in a student is a shame
But lack of preparation is to blame.

High School Principal—
Good heavens, what crudity, the boy's a fool!
The fault of course is with the Grammar School.

Grammar School Principal—
Oh, that from such a dunce I might be spared!
They send them up to me so unprepared.

Primary Principal—
Poor kindergarten block-head! And they call
That preparation! Worse than none at all.

Kindergarten Teacher—
Never such lack of training did I see!
What sort of person can the mother be?

Mother—
You stupid child—but then you're not to blame,
Your father's family are all the same.
Shall Father in his own defense be heard?
NO! let the mother have the final word.

Bulletin of the Kansas Mental Hygiene Society

Jobs for College Women

A NEW bibliography on Occupations for College Women commands unusual interest as the first publication of the Institute of Women's Professional Relations at North Carolina College for Women, Greensboro, N. C. (see The Survey, November 15, page 226), and as the first complete listing of available material in its field. The material is divided into twenty main fields of work for college women. There is also a section on Some Problems of Professional Women, and one on Vocational Tests. The bulletin was prepared chiefly with the needs of the college personnel office in mind, but it should also prove useful to bureaus of occupation, to sociology and economics classes, to Y. W. C. A. and trade union study clubs, and to kindred groups.

We Congratulate

THE many friends of The Survey whose names appear on the list of those given the degree of Doctor *honoris causa* at Columbia University's recent celebration of the 175th anniversary of its founding. One of the two women members of the university faculty so honored was Patty Smith Hill, professor of education, who once remarked that in her forty years of teaching she had never found time to stop and take a degree (see The Survey, September 1, 1927, page 506). Among others on whom Columbia bestowed a D.Litt. on this occasion were: Chester H. Aldrich, Dorothy Canfield Fisher, Bruce Payne, Meta Glass, Frederick P. Keppel, Felix Adler, John W. Cunliffe, John Dewey, John Erskine, Robert M. McIver, Paul Monroe and Henry Rogers Seager. Among recipients of a doctorate of science were Franz Boas, Frederick Schiller Lee, Dr. James A. Miller, J. Russell Smith, Edward L. Thorndike; and of laws, Richard T. Ely, Livingston Farrand, V. Everit Macy, Henry Suzzalo, Joseph P. Chamberlain, John Bates Clark, Franklin H. Giddings, Roswell Cheney McCrea, Wesley C. Mitchell, William Fletcher Russell, James T. Shotwell, Frederick E. Woodbridge.

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WORK SHOP

Whittle Your Own News Pegs

By CLARE M. TOUSLEY

IT is hard for family social workers whose relations with the press are more or less limited to the perusal of the morning paper, propped up against the bubbling percolator, to believe there's news in their daily work. They will tell you that they have very few meetings of real local importance and as for their case work that must be kept confidential.

The writer has a good deal of sympathy for publicity people trying to dig news out of a case worker and for case workers who wish to protect their clients from exploitation and don't know what publicity people mean by news anyway. This sympathy comes from having been a member of both camps with the result that one is forced to see the difficulties of both. There is a way out, though, which will appeal to the social worker as well as the publicity man.

But that way out isn't stunt publicity, where somebody in the right political party is pictured eating a pie made by a class of underprivileged girls—nor is it insisting that the minutes of the annual meeting ought to make the front page.

No, the way out ought to be something more reasonable and more readable; and it lies in every case worker's top drawer. I believe that there *is* news in the things we do every day which social workers should make available for publicity purposes and which will not run counter to their convictions about betraying confidences. Social workers may not think these new things, for they forget that what is an old story to them is often news to the bulk of the lay public. The growing awareness of some case workers to the raw material which presents itself to them for interpretation each day, and their interest in voluntarily providing such subject matter for publicity is most timely; for in the development of social work since the war, I feel we have far outrun our public.

Unless all social workers soon accept as part of their function the daily discovery of interpretive material and the utilizing of every opportunity to get modern social work understood by every member of the lay public they bump into each day, then the annual reports of social agencies are going to show mounting red figures below the line. Where social work is understood it usually gets adequate support. When the budget has to be slashed and money borrowed, a social agency may well ask itself whether its workers, volunteers and board members are practising the belief that one of their greatest functions is that of interpretation, carrying the community along in their thinking day by day.

But what if your agency can't afford a publicity person to whom the raw materials of interpretation can be turned over?

Most agencies do not have experienced publicity people attached to their staffs. Anything that is given the press must be figured out by someone trained *only* to do social work. Is there, then, anything he can take over from his social work technique that will help him in publicity? Fortunately, yes. In case work you size up your client to see how far along he has come in his thinking so that you know what you have to build on. In publicity work, the community is your client. How far along has its thinking come on social problems? If you try to get over too much in the beginning, more than the client can digest and understand, you are likely to overwhelm and alienate him. The first step, then, is right in line with a social worker's training: you diagnose your client, your public. You list the whole gamut of problems your client presents, but if you are a seasoned case worker you tackle only one at a time and build with a steady hand.

Why not list, then, in good social work style, the problems your community client represents:

Thinks we spend too much on overhead; we don't do anything preventive, just palliative; bound up in red tape.

Many more could be collected.

NOW comes a new step. News has to happen *yesterday, today,* or *tomorrow*. How can we interpret the three problems, overhead, prevention and red-tape—in a way that is news? This looks a lot more difficult than it is. All you need is a news peg on which to hang your ideas. If you haven't one on hand at the moment, just whittle one to order.

Let us whittle a news peg on which to hang an article that will meet the three common criticisms of social work listed above. Please note that it is the words in italics that make the story "news."

Peg I. Said the president of the Timbuctoo Society *in an interview yesterday*: "Last year we had . . . number of families who were charged entirely to 'overhead,' having received no money relief whatever, and we consider the 'overhead' expenses in these instances the best kind of welfare investment for the citizens of Timbuctoo to make. For instance, there came to us a family, etc."

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Peg II. In commenting on the annual meeting which will be held on November 30, the secretary of the Timbuctoo Society *said today*: "We are going to tell the citizens of this community what kind of returns they are getting on their investments and believe they will agree that the community can be saved much money later on in taxes for reformatories, almshouses and other institutions, if they will spend a little more money *now* in enlarging the staff of our society so that human beings may be prevented in time from becoming chronic charges on the community. It's more economical and more humane to prevent family disintegration. Timbuctoo citizens are the kind who would vote for prevention as against palliation, etc."

Peg III. "At the regular meeting of the board, *last night,* the secretary of the Timbuctoo Society gave the following figures showing the average length of time it takes to get a family back on the high-road of independence. The time and painstaking effort involved are often called 'unnecessary red tape' by the uninformed. Thoroughness or 'red tape' in social work, just as in medicine, however, is the only safeguard against snap judgment and guesses. When a person's life happiness is at stake one should take time to know what the right solution is, not guess at it. The secretary illustrated this point by telling the cheerful story of Tommy B., who was saved by plenty of 'red tape'."

In other words, the social work executive who must, without skilled help, do all the social work publicity that is done, does not have to wait for a flood or some other "act of God" that is news before he can get into the press. He can whittle his own news pegs to order and hang on them a story that does not exploit his clients, but, rather, helps them.

Right here it might be well to emphasize that we do not wish to and must not exploit our clients who think their relationship with us is confidential, by giving their pictures to the press, but we can quite legitimately and with dignity use the pictures of our Board members and volunteers for our interpretive work. These may or may not accompany a new statement made by said Board members, as in Peg I.

Case work has taught us, too, that we must tackle our client's problems in a positive not a negative way, so the client doesn't get his defenses up and make himself inaccessible to us. Rather, we must do and say something that lets down the bars and makes for a warmth of relationship, a "togethering" move of some sort. How about this caption? New Secretary of Social Agency in Timbuctoo, Iowa, Finds the Inhabitants of Timbuctoo Unusually Alert to the Needs of their Fellow Citizens—Are Anxious for Suggestions along Civic Welfare Lines. Without sufficient care the new secretary might have let himself be trapped into such a negative approach as: Incoming Executive Finds Community Unaware of Glaring Social Evils in Timbuctoo—Hopes to Find Some Civic Bodies who may be Willing to Cooperate in Starting There Much-needed Improvements.

AS a detailed illustration of "making news" I should like to tear a leaf from our C.O.S. notebook. I had been looking for some time for a news peg on which to hang the story that family social workers' clients come from all walks of life; that social work is not just for those who have made complete wrecks of their lives or who are the down-and-out bench-warmers. It occurred to me that the date when our new district secretary was going to our Riverside District would offer just such an opportunity for explaining this side of our work. It was an old story to us but apparently first-class news to the papers, for the story (in the adjoining column) not only was used by all New York papers but newspapers throughout this country, and even in the Paris Herald. Letters came to Miss Starr from almost every state in the Union and from Geneva and Iceland. Most of these writers asked for advice about their personal problems and, in the majority of instances, Miss Starr was able to refer them to some social agency near them.

This experience illustrates the value of having your publicity something that is fundamentally useful information. It is the kind of publicity a social worker can believe in, for it brings constructive results, and carries the community along with you on fundamentals.

Let's decide, then, what our community needs to know about us and make a news peg to hang it on. Instead of spending our time arguing that case work isn't news, let's spend our time whittling the news peg needed. Budgets and publicity are not cousins-once-removed. Their relation is much more close and vital. How generously the public will support social work in 1940 depends on social workers' efforts toward interpretation in 1930.

C. O. S. Serves White Collar Group

(The news release which Miss Tousley sent to the New York papers)

ON February 1, Miss Josephine Starr will take charge of the district office of the Charity Organization Society that is located in the Riverside Drive section, where social work with the so-called "white-collar group" is rapidly developing, according to the Society's experience.

Virginia C. Gildersleeve, Dean of Barnard College, who has for a number of years been a member of the C. O. S., said yesterday: "We are very much interested in the appointment of Miss Starr and hope she will feel free to call on the members of the faculty of the College for any help they will be able to give her in dealing with the social problems of this community."

Miss Starr, a graduate of the University of Chicago, is the niece of Ellen Gates Starr who, with Jane Addams, started Hull-House in Chicago. Miss Starr, who goes to her new office after six years experience in the C. O. S., said today: "I am tremendously interested in the opportunities this new position will offer us to give our services especially to those often referred to as the 'white-collar group.' On a free consultation basis, we will be able to give real help to such persons who, although not yet on the rocks financially, often find themselves in difficulties that threaten their future independence and happiness."

"Last year," said Miss Starr, "the C. O. S. had under care in its eight districts 4,666 families among whom only 58.7 per cent needed actual money assistance. Many of the others no doubt would have soon, but we were able to solve their problems before they were reduced to this extremity—a service which gives us more satisfaction than any other side of our work. We expect to do an increasing amount of this kind of preventive work in our Riverside District," continued Miss Starr, "by acting as a sort of neighborhood 'Trouble Doctor' for all those who need us. 'Knowing the ropes' of the City, as we are trained to, makes it possible for us to put people quickly into touch with the City's welfare or medical resources which they may need, but of which they are ignorant.

"I especially appreciate," said Miss Starr, "the interest of Barnard and Columbia, and we hope to develop a close relationship between the academic world of social problems and the practical one in which we will be working daily."

In announcing the expansion of the Society's work in Riverside District, Lawson Purdy, Director of the C. O. S., stated that the shift of population northward on Manhattan Island has been responsible for the changes in the Society's plan of work. Three months ago the Greenwich District office, on the lower West Side, was closed and the new plan for expanding the work in Riverside and Harlem was made. Ten years ago, according to Mr. Purdy, 15 per cent of the families under the care of the C. O. S. lived in these two uptown districts. Today 25 per cent of the total number live here.

The entire population figure for Riverside District in 1905 was about 179,000 persons. Today the census shows over 400,000 persons living in this same area with a corresponding decrease at the lower end of Manhattan Island. According to the population figures there is no section of Manhattan gaining as rapidly as Riverside.

"We hope," said Mr. Purdy, "that people living in the Riverside Drive section will take an increasing interest in their neighborhood conditions and that Miss Starr will have their genuine backing."

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The City Fathers Look at Overhead

By WENDELL F. JOHNSON

THE idea was first tried out in an effort to get across to the members of the Toledo City Council an understanding of the work of the Social Service Federation in administering the city poor relief fund. It was so successful that it was adopted as a valuable device in reaching other special groups whose understanding and support are needed.

In Toledo, the Family Welfare Bureau of the Social Service Federation has for more than fifteen years acted as the agent of the City Welfare Department in the administration of city poor relief. While the going has not always been smooth, the plan has on the whole worked very well. The permanence of the arrangement depends solely upon the maintenance of cordial relations between the city and the agency. This means that not only the welfare department of the city, but the city council as well, must have confidence in the federation and approve of the plan. Relief demands in 1928 had been unusually heavy, and it had been necessary to ask for several supplemental appropriations for poor relief. The requests were granted, but there was apparent a growing feeling of irritation on the part of the council, accompanied by complaints by councilmen that if the Social Service Federation did not spend all its money on "overhead" it would not be necessary for the city to appropriate so much money for relief.

The complaint about "overhead" was an old one, but it had not been heard for several years. Now that it was being revived by the city fathers, the Social Service Federation decided to face the issue squarely and have it out with them. A study was made of the question, What constitutes overhead in a family welfare agency? and a small pamphlet was prepared in which the whole question was discussed and the expenditures of the organization analyzed.

Having made the analysis, the question then arose as to how to get it across to the city council. It was felt that if the pamphlet were merely sent to each councilman the chances were that it would not be read. The plan finally adopted was a dinner for the councilmen given by the board of trustees of the federation at the organization's new building. Practically none of the councilmen had ever visited the building, and the invitation sent to them by the president of the board expressed the desire that they inspect the new headquarters and receive a report of the way in which the federation had been expending the city's poor relief fund.

The letter was then followed up by personal calls by various members of the federation board upon members of the council with whom they were acquainted. Without this personal follow-up it is probable that few of the councilmen would have responded to the invitation. As a result of this intensive work a very good representation of the council membership was present, including the most influential members of the body and those who had been loudest in their criticism.

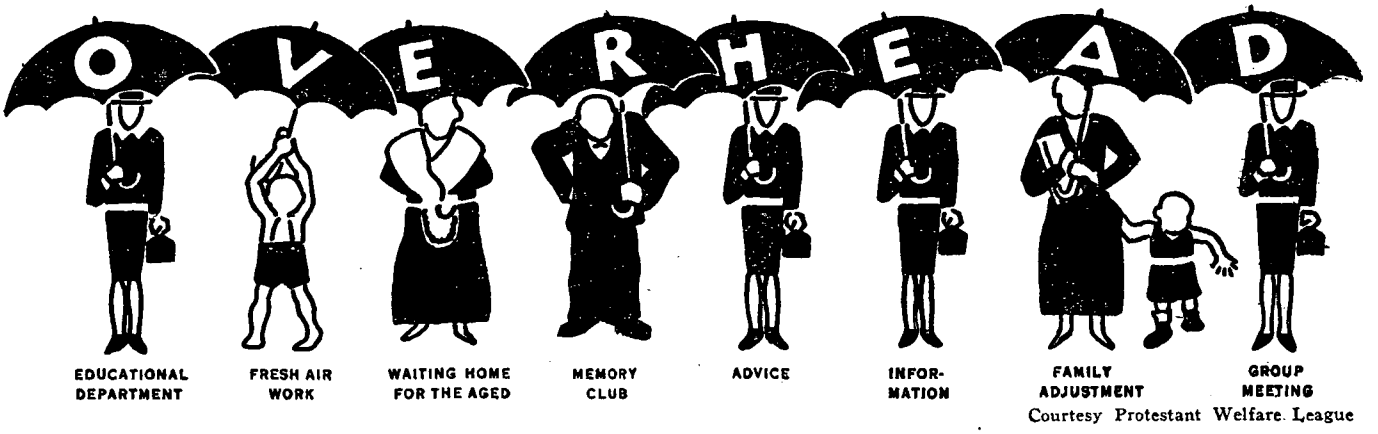
The family social work staff was present, together with the chairman or a representative of each district committee. Before sitting down to the dinner, the councilmen were introduced to board members, committeemen and staff and were shown over the building. At the dinner, each councilman was seated near the workers and the committeeman from his section of the city; members of the board were distributed among the tables rather than all being placed at the head table.

The program was short. The president of the board first called on the board member who was chairman of the family welfare committee, who was well qualified to describe some of the methods and purposes of modern family social work. The executive of the organization gave a brief report of the year's work, illustrating with charts the growth in the work and the relation between relief expenditures and fluctuations in employment. Finally he merely mentioned the criticism sometimes heard about the amount spent for "overhead," and told about the study of that question which had just been completed in a serious effort to determine whether too large a proportion was being so spent. He passed the pamphlets around and urged that they be taken home and read. With one or two case stories by family visitors the meeting was over.

THE result of the meeting was thoroughly satisfactory. Councilmen who attended expressed themselves as being enthusiastic about the work being done, and said their ideas about the organization had been completely changed. Two of the leaders in particular assured the president of their wholehearted support of the federation's work in the future. One member of the council has since become chairman of a district committee.

The same plan has been followed subsequently with a group of employment managers of the principal plants, resulting in greater cooperation in the placement of clients and the getting of work information. Furthermore, these employment managers have been centers of educational propaganda regarding the work of the federation among their employes. Through them complaints about the federation's work have been answered. It is probable that the dinner for employment managers will be made an annual affair at which employment problems will be discussed and employment policies of the plants explained to the family visitors.

The board of trustees is exceedingly helpful in getting attendance of key people whose presence is especially desired. The key people, in turn, receive from these meetings a renewed interest and enthusiasm, and a closer acquaintance with the members of the staff which makes them increasingly useful to the organization. Finally, the effect on the staff itself is valuable. It establishes contacts and gives them inspiration.



Courtesy Protestant Welfare League

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director of the Community Chest of Washington, D. C.

Know Your Own Office

WHILE the executive need not supervise every detail of the work of his organization, it is a good plan for him at unexpected times to go on a tour of inspection covering every phase of office work. He should inspect such matters as appearance of the office, arrangement of furniture and details of its operations. Such samples of procedure taken at random are sound statistically if done often enough. The telephone company, for example, does not give continuous supervision of each operator, but by taking frequent samples of the work of operators, is able to arrive at a fair average estimate of their efficiency. Such inspection has a double value. It keeps the executive informed of the quality of work which is being done. It also keeps up that quality through the knowledge that the executive is watching and that his inspection may come at any time. This does not mean that the executive should snoop around; but it does mean that he should know what is going on and how it is being done. He should exert his personal influence to make sure that adequate standards of performance are being observed.

Good Lighting Pays

INCREASE of illumination from 2.7 to 10.7 foot-candles brought about an increase of 8 per cent in the speed of sorting bills and gave other evidences of the advantages of strong lighting over dim lighting in a test in the Chicago post-office, according to Public Health Bulletin No. 181 published by the United States Public Health Service. Social agencies might well take this lesson to themselves. If you are not sure that the light for your office workers is good, arrange for a test of the lighting by the engineers of the local electric light company. The social agency which will follow the recommendations of the illuminating engineers will probably increase the output as well as the morale of its employes.

Let the Blackboard Help

"BECAUSE in America individuals are eye-trained rather than ear-trained, we decided to revert to old-time school day methods and called back into business use the good old-fashioned blackboard and pointer," wrote Hiram Blauvelt in a recent issue of System. "We have regular standard school blackboard equipment put up on the end walls of our conference room. The boards are real slate with a trough for chalk, erasers, colored chalk and walking-stick type of pointer. The results in success were almost immediate. In presenting a company problem or policy we used the diagram and graph system on the blackboard while the executive in whose department it happened to fall explained the steps process by process, pointing the way with the pointer and leading the open discussion. An additional advantage of the blackboard idea is that confidential figures can be written thereon, talked over, discussed by the executives or managers and after the meeting immediately erased. This means that no one takes any piece of paper from the conference room with a possibility of losing it and having it fall into hands where the information does not belong. Those figures that should be a matter of record and not too long remembered are served in the same manner without as much chance of their getting out to embarassing places. A distinct feature and original innovation is the fact that an ordinary green window-shade on a spring roller has been hung above each blackboard. Above our largest board two shades have been hung, thus enabling us to use one half of the board at a time and keep the other half covered. In this way confidential figures can be written on the blackboard by the accounting department early in the morning of the day of the meeting and the shades pulled down. Salesmen or other individuals can be interviewed all day long in the room without seeing what is on the blackboard. When we are ready for our figures at our executive meeting the shades are simply pulled up one at a time as the various boards are needed. This has an added advantage of concentrating attention. If there were three or four boards filled with figures and graphs the individual could not possibly help his mind or eyes wandering from one board to another. We pull down all the shades except those on that board which is under discussion. This has had a material effect in crystalizing our thoughts, concentrating our attention and confining our attention to the immediate matter at hand."

Simplifying Collections

THE Community Chest of Little Rock, Arkansas, has a space on its pledge blank in which the subscriber may indicate that the chest may draw on him for payment on his pledge whenever the payments are due. C. H. Wickard, Jr., the executive secretary, writes: "This provision was added at the request of some of our larger subscribers about three years ago. The first year it was used by only a limited number. We find that more of our subscribers each year are giving us this privilege. It is now used to such an extent that we consider it worth while and have confidence in its more extended use."

The Light Touch

IT is just as easy in announcements to fellow workers to be light of touch as it is to be of heavy tread. In its announcement for the first autumn meeting, the New Jersey Chapter, American Association of Social Workers, outlined a proposed program for the year and solicits its members' "most violent reactions."

On the tear-off for reply, each member is asked to underline one of the following opinions: "I think your proposals are—terrible, grand, infantile, stimulating, ridiculous, worthwhile." Each member is asked to check one of the following:

Count on me for dinner and discussion.

I can't get there for dinner, but I'll be there to let off steam.

You know I am overworked and can't possibly get away, but I have the following bright ideas for the chapter's activities this year.

Let Uncle Sam Save You Money

IS your agency enclosing with luncheon notices postal cards to be used in making reservations? Don't you find that two-thirds or more are not returned and that you therefore waste the postage? Why not use business reply cards which the post office now allows? It is true that you have to pay two cents for each of these cards returned as against one cent for the postal; but if out of 100 postcards costing one dollar which went with the notice, you get only 33 back, you would be saving money by buying, printing or mimeographing your own business reply cards and paying two cents postage, or 66 cents, for the 33 which would be returned. Besides, the impression of economy which would be given to people who might think a postal card not used by them represented waste on the social agency's part.

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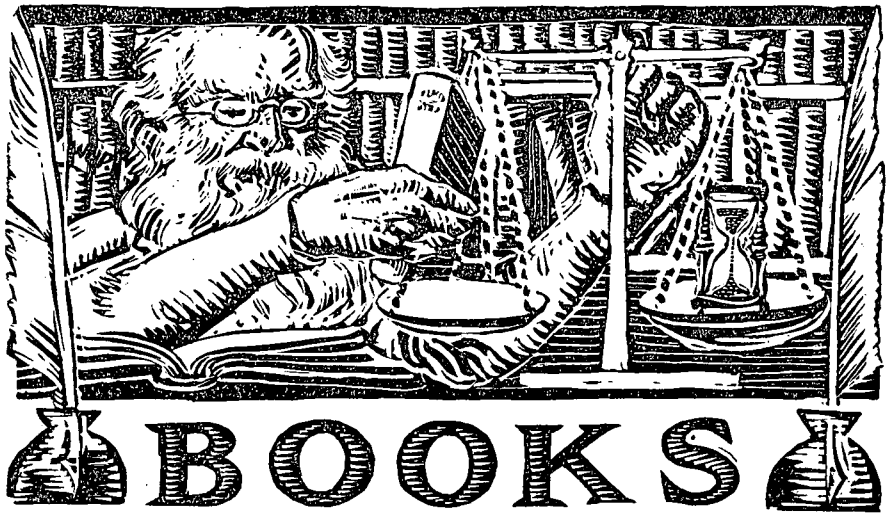

A Creative Teacher

CREATIVE POWER, *by Hughes Mearns. Doubleday, Doran. 396 pp. Price $3.50 postpaid of The Survey.*

HUGHES MEARNS says of himself, "I am a writing man and not a teacher of the subject of writing." There is the clue I think, to his two books and to his own work. He is a creator. And hence, with the generous warm-blooded instinct of creators, thinks that everyone else is—everyone, that is, except "teachers of writing," whose portrait etched with acid he paints on pages 10 and 11. He recognizes that there are such adults, but he is convinced that among the infinitely varying personalities in a class of children and adolescents, not one such cool non-creative temperament is to be found.

Well, perhaps he is right. Perhaps the formalizing dead-and-alive "teachers of writing" had in childhood pulsating, vividly creative souls like all those who get into Mr. Mearns' classes. But on page 249 Mr. Mearns says, "Our attack upon the old system is mainly against the dominating position of its unthinking routinists; but we all know that under a teacher of educational vision, a teacher who comprehended the ultimate individual and social implications of his subject, formal education has been often thrillingly alive and powerful, effective in awakening right desire, stirring at those times the very roots of the creative life." Which is another way of stating the threadbare old truism, "it is the teacher rather than the system which counts."

My impression, after reading Creative Power, is that Mr. Mearns is one of those rare teachers who in every generation under every system of education has stirred and stimulated and blown into flame every spark of life in the natures of their students. Such teachers afford one of the finest spectacles our race can give. But there's no use reading their accounts of their work in the hope of being able to reproduce it. On page 48 he says, casually, just in passing, "The presumption is that the teacher shall know what is the best work of a group. Unless she does, much is lost."

Alas! alas! she, whoever she may be, is as likely to have that astounding power as to be able to sing like Fremstad or Farrar. When "she" has, she will—and not before—succeed in helping children and adolescents to write as Hughes Mearns has done. And yet, anyone who loves children, and good writing and creative ability must wish he were a millionaire to put a copy of Creative Power on the desk of every teacher of English in this country. It would not convert them into valid inspirers of the creative spirit—there are all too few of those in any generation—but it could not fail to make them happier and hence better teachers.

Here is one of the more especially beautiful of the poems written under Mr. Mearns' inspiration. It was written by a boy in the second year of high school, after three years under Mr. Mearns:

SPRING VENDERS

Oh, blessed be the venders in the street
That flaunt their jaunty splendors in the street:
Violets and daffodils,
Whirligigs and windmills,
Bright balloons,
Rusty tunes,
Doughnuts strung on spindles!

Yet the doughnut-vender never sells his crullers;
Just the odor serves to make the children sigh;
While balloons and toys sell only for their colors—
The flimsy stuff they're made of who would buy?

No one wants the music or the flower
Who flings a coin to hear machinery start,
Or pays for blooms that wither in an hour?
He only buys the April in his heart.

Arlington, Vermont — DOROTHY CANFIELD FISHER

Industrial Relations

WERTHEIM LECTURES ON INDUSTRIAL RELATIONS, 1928. *Harvard University Press. 229 pp. Price $3.00 postpaid of The Survey.*

IN the academic year 1928-29, the funds of the Wertheim Fellowship at Harvard were used to provide a series of lectures on various phases of industrial relations. These are presented in the present volume and are the result of the wide experience and mature thinking of seven of our most important national authorities. Taken as a whole, the volume constitutes a significant analysis of vital subjects of labor relations.

Otto S. Beyer, Jr., consulting engineer, discussing Experiences with Cooperation between Labor and Management in the Railway Industry, presents the latest and best statement of the work which he has so effectively done in this field. Professor Joseph H. Willits, in Industrial Relations in the Bituminous Coal Industry, reviews expertly the economic difficulties of this vexing national problem. John P. Frey, secretary-treasurer of the Metal Trades Department of the American Federation of Labor, in a chapter on Industrial Relations, deals chiefly with trade unionism and industrial legislation, and interprets the recent attempts at control of industrial disputes through governmental machinery. Professor John R. Commons contributes to the problem of Jurisdictional Disputes a stimulating analysis which adds much to the understanding of the factors involved. William M. Leiserson, professor of economics at Antioch College and the dean of the American arbitrators of industrial disputes, discusses Contributions of Personnel Management to Improved Labor Relations, showing the conditions which led to modern personnel technique, its value and its limitations. Professor Elton Mayo, of the Graduate School of Business Ad-

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ministration at Harvard, in a lecture on The Maladjustment of the Industrial Worker, outlines some of the technical research carried on to secure a better mating between workers and their occupations in the interest of greater individual satisfaction and industrial efficiency. Professor Frank W. Taussig, of Harvard, on The Opposition of Interest Between Employer and Employe: Difficulties and Remedies, indicates some of the ways by which such antagonism may be minimized, emphasizing as the basic need a change in the spirit of industrial leaders.

Dartmouth College HERMAN FELDMAN

A Challenging Survey

TRUST AND CORPORATION PROBLEMS, *by Henry R. Seager and Charles A. Gulick, Jr. Harper. 701 pp. Price $3.50 postpaid of The Survey.*

THAT competition is the life of trade will never pass into the realm of mythology. To be threadbare, in this case at least, does not imply the loss of respectability. The economies of large-scale production and centralized administration—the "eternal verities" of modern industrialism—are dangled before the eyes of the consuming public, as an antidote to their disinclination to accept, without qualification, vast combinations of capital to the end that competition may be stifled. In place of the bad trusts with which Mr. Roosevelt and others in the era of "trust busting" so earnestly and eloquently concerned themselves, we are asked to accept the good trust.

Although the reviewer is inclined to disagree with some of the conclusions reached by Professors Seager and Gulick, there can be no doubt that their investigation of the activities of trusts and corporations in American industry is one of the most searching ever attempted. Their survey may be academically concise, but at the same time it is vigorously alive. It challenges the reader from beginning to end. In their brief account of the history of the Standard Oil Company, the American Tobacco Company, and a score of other vast aggregations of capital and human energy, we are confronted with the fact that truth is stranger than fiction. To describe the growth of business consolidations requires patience, to draw conclusions from such a mass of factual information is an intellectual accomplishment of the highest order. FELIX FLUGEL

University of California

To Get What They Want

HOW WE LIVED THEN, 1915-1918; A SKETCH OF SOCIAL AND DOMESTIC LIFE DURING THE WAR, *by Mrs. C. S. Peel. Dodd, Mead. 235 pp. Price $4.00 postpaid of The Survey.*

EVERY subject, like every dog, has its day. The day of the consumer and his "demand" seems to be here. Hitherto, the story of how to bring wealth to men and nations, how to earn a living, has preoccupied the economist, the business man, the world at large, to the exclusion of any real interest in what people want and how they spend to satisfy their wants.

Mrs. Peel's volume exemplifies this new interest. Primarily an intimate picture of the war days in England, the book enables the reader by means of a generous display of photographs and a pen competent for description, to see again the important aspects of war-time life, particularly in London. The title evidences Mrs. Peel's intention to contribute something to the history of standards of living. Those who want to follow the influence of war-time food control in altering dietary and housekeeping, and the net effect of war upon the way of living of the poor, will find Chapters V, VI and VII of particular interest. Chapter V gives amusing evidence of the way in which the war brought a revolution in women's dress.

The book should attract many readers. In a chatty, pleasing style, the author takes one through the sharp shifts of price, of distribution of work and responsibility which the war represented; sketches, in bold, clear outlines, the war enthusiasm, the war hate, the revolutionary changes in daily life, particularly for women, with a detail that holds the interest from start to finish. While the specialist will find in the chapters indicated and in the appendices information that contributes to the history of the standard and cost of living, the main tenor of the volume will hold the general reader. JESSICA B. PEIXOTTO

Berkeley, California

International Labor

LABOR AND INTERNATIONALISM, *by Lewis L. Lorwin. Macmillan. 682 pp. Price $3.00 postpaid of The Survey.*

DR. LORWIN'S book aims to give "a systematic and comprehensive account of the international labor movement as a whole—of its subdivisions, its internal struggles and its meaning to world relations in general. It begins with a brief historical survey of international labor activity from its origin in about 1830 to its inundation by the nationalism of the World War. This is followed by a more detailed and comprehensive description of subsequent international labor activity. The movements and organizations of labor with international roots or purposes that the war brought forth, Bolshevism and the Third International; the carrying forward of labor-internationalism by the brief post-war flood-tide of labor; the international labor organizations left when the tide ebbed; the repudiation of Bolshevism by many international labor movements; the struggles of international labor movements against the adverse influence of nationalism and economic readjustment, are all fully treated. This is followed by an equally full appraisal of the present-day international labor effort and a prognosis of future developments.

Today the air is so charged with emotional prejudices in regard to social reorganization movements and labor organization that calm, accurate discussion, especially of the more radical movements is difficult and rare. This book, however, remains unfailingly dispassionate and impartial. At no time does it espouse a cause or lose its sense of proportion. Out of the tangle of movements and purposes, of which international labor activity has consisted, Dr. Lorwin has produced a picture as clear and orderly as it is impartial.

The book is naturally not easy reading. Though never diffuse, it is long. It assumes a general knowledge of current European history, and of the major programs of social reorganization. In spite of a careful *dramatis personae* and an index, the mass of information taxes the memory on a single reading. At times it is hard to discover the relative importance of particular labor movements to the other factors in the international situation. At times, impartiality leads to lack of color. Yet as a whole, the book is unusually readable for so accurate and complete a description of so complex a situation.

Yale University ELLIOTT DUNLAP SMITH

Initiations

THE DUK-DUKS, PRIMITIVE AND HISTORIC TYPES OF CITIZENSHIP, *by Elizabeth Anne Weber. University of Chicago Press. 142 pp. Price $3.00 postpaid of The Survey.*

NEITHER the title nor the sub-title of this book gives any indication of the contents. It is one of a series on civic education edited by Professor Charles E. Merriam, of which Professor Samuel N. Harper will contribute the study of Soviet Russia, and Professor Carleton Hayes that of France. This volume, the only one assigned to any culture outside America and Western Europe, might be supposed to bring together different ways in which education is carried on in different communities in widely separated parts of the world. In reality the discussion is limited to a rather incoherent review of initiation customs. This incoherence is due, first, to the fact that, in Dr. Weber's terminology, initiation is a classification grouping together induction into voluntary secret societies, age groups, inclusive tribal organizations and innumerable societies that exist for the mere sake of initiating. On the other hand,

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she excludes all those thousands of initiations that have nothing whatever to do with puberty. Initiation, therefore, comes to be a classification without meaning. In the second place, the author's real interest in initiation, it gradually becomes evident, is not in initiation as a process of education, which is the subject laid down in the introduction, but as a socially stressed ceremonial, a kind of glorified graduation day. As is well known, both Mussolini and Soviet Russia have made use of this device, and it has much to recommend it. But in a study of this sort, clarity would be gained by subjecting to analysis not a verbal category such as Dr. Weber makes of initiation, but either, on the one hand, varying traditional schemes of education of the young, or, on the other, ceremonialism in civic life. The title, The Duk-Duks, is taken from a well-known secret society in Melanesia, and the book is divided into discussions of initiations in primitive societies, in Greece, in Rome, and in feudal times.

RUTH BENEDICT
Department of Anthropology,
Columbia University

Help for Consumers

THE SHOPPING BOOK, *by William H. Baldwin. Macmillan.* 301 *pp. Price* $2.50 *postpaid of The Survey.*

MR. BALDWIN'S book is a response, from the point of view of the retailer, to recent discussions of the difficulties besetting the household buyer. It contains some material on buying which may be very helpful to some housewives. The section on floor coverings is particularly good. In general, however, reading the book leaves one with the realization that scientific buying of consumers' goods must wait for more research into specifications developed from the point of view of the ultimate consumer. We all know that, as Mr. Baldwin says, the "shopper *should* make sure that the [washing] machine selected is simply and substantially constructed and is easy to operate and keep oiled." (Italics mine.) The problem is how shall the shopper measure the simplicity and substantiality of the construction.

The author says in his foreword that he has gone to the Merchandise Council and the Bureau of Standards of R. H. Macy and Company, Inc., of New York, for his facts, and the introduction is written by J. I. Straus of that institution. The book is valuable as presenting the Macy point of view, but it is also limited by the fact that the author has kept so closely to this one source.

Inaccuracies in a volume setting forth so many facts are perhaps inevitable but it seems unfortunate for the author to state in a book dated April 15, 1929, that "the purchaser pays all postal or other transportation charges incurred in sending the goods from mail order houses." Sears Roebuck began paying all postal and freight charges on February 1, 1929.

FAITH M. WILLIAMS
Bureau of Home Economics,
Washington, D. C.

Building Health

THE PHYSICAL WELFARE OF THE SCHOOL CHILD, *by Charles H. Keene. Houghton Mifflin.* 505 *pp. Price* $2.40 *postpaid of The Survey.*

THIS is a textbook intended for the use of educators in normal schools and colleges which contains a full reference index of twenty pages. The book should be studied by all who are concerned in health education from the nursery schools through the colleges. The text is perhaps a little overlapping, but always clear that the school is a health-building organization, physically, mentally and emotionally for the child; not academic training alone but training for complete living.

With the school plant made fit for the health development of the child, he turns to his plan for making ready the child for his best growth in this environment. The school physician, nurse, dentist, dental hygienist, the various clinics all work together to make the child fit for the plant. Those retarded physically and mentally are removed from those without handicaps. Special classes are formed for the undernourished, the tuberculous, the semideaf, and others, that they may come to well rounded personalities. Though this seems to be medical work, Dr. Keene emphasises the need of it being under the board of education for full results.

Much of the health teaching falls on the instructor in physical education who, the author thinks, is the one to give instruction in sex hygiene, depending on his training and ability to do this. "After all," he says, "sex hygiene is largely a matter of sportsmanship" in the broader sense.

Dr. Keene shows that a school program can be so arranged that a four-quarter school year can be run with the voluntary enrollment of 65 per cent of children for the summer quarter. In a try-out of this sort there was an improvement in the general health of the attending children due to regular habits of living. He advises special health instruction and care in all teachers' training schools which will not only give the teacher health and valuation of it but will show her how to keep well. The class teacher stands second only to the family and the home in developing good mental hygiene. (I wish Dr. Keene had said something about the pay of this most important health factor. It looks small compared with that of the cook or chauffeur or butler.)

Dr. Keene devotes a chapter to rural schools and gives some very good material on their values. In conclusion, a rather pleasant outlook is given on the health of the future citizen furnished through health education in the schools, but I do not think enough attention is given to the dietitian as a factor in health building.

AUGUSTA RUCKER, M.D.
New York City

Attention Gideons

JOY IN WORK, *by Henri deMan. Henry Holt.* 224 *pp. Price* $2.00 *postpaid of The Survey.*

HENRI DE MAN'S able commentary on a case study of the attitude of seventy-eight German workmen toward their work leaves the discriminating reader stimulated and encouraged. The force of this ably translated analysis lies not in the documentation of evidence (seventy-eight cases is a meager number from which to generalize) but in the graphic veracity with which those cases described exemplify real tendencies apparent to the empirical observer of industrial relations.

The book is not propaganda but an honest and enlightened interpretation of complex phenomena. "Understanding is the first and last requisite," says the author, and to "understanding" he has contributed impressively. The reviewer is tempted to turn "Gideon" and endow a fund to place deMan's work at the bedside of every human being, from the industrial executive, through the labor organizer, to the educator, who is involved in stimulating or directing the application of human effort.

BENNETT SCHAUFFLER
Educational Director, Windward School,
New Rochelle, New York

Monogamy

MARRIAGE AND MORALS, *by Bertrand Russell. Horace Liveright.* 320 *pp. Price* $3.00 *postpaid of The Survey.*

BY means of historical material Bertrand Russell tells us that our conventional sex ethics had their origin in two sources. First, in a "desire for certainty as to fatherhood," and second, in "an ascetic belief that sex is wicked except in so far as it is necessary for propagation."

Our law is still dominated by these two attitudes even though the attitudes themselves are rapidly disappearing from the minds of men. With the decay of orthodoxy, people are not such

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staunch believers in the impurity of sex as they formerly were; and with the use of contraceptives, fathers may be reasonably certain of the paternity of their wives' children without insisting on monogamy. Since this is true, thinks Mr. Russell, extra-marital relations may be tolerated.

Marriage and Morals is interesting insofar as it, (1) traces the history of conventional ethics back to their source conditions, and (2) shows that those conditions no longer exist. But something more is necessary to make the book valuable in helping to solve problems of human relationships. His major premise seems to be that adequate assurance of paternity is the *only* thing which stands in the way of extra-marital relationships and, since this problem is adequately solved by the successful use of contraceptive methods, there is no further hindrance to this new type of relationship; but Mr. Russell fails to prove that assurance of paternity is the *only* factor that stands in the way of extra-marital relationships. Science and human experience may bring to light others which make monogamy desirable even though contraceptives make it biologically unnecessary. People are limited in these matters by time, space, economic conditions and their own emotional conditioning.

While we may be interested in knowing what conditions do *not* exist today, the only really valuable thing for us to know is what conditions *do* prevail today and how to cope with them. Once we know this, we may be able to decide what our conduct must be so as to assure the greatest human happiness.

New York City ELSA M. ALLEN

Tests for Ability

STUDIES IN THE COMPARATIVE ABILITIES OF WHITES AND NEGROES, *by Joseph Peterson and Lyle H. Lanier. Williams & Wilkins. Mental Measurement Monographs, Serial No. 5. 156 pp.*

BEFORE attempting to compare the effects of cultural environment upon Negroes who move North, or to compare the abilities of white and Negro, some standard is necessary by which to make the comparison reliable. This preliminary study is devoted to a searching criticism of the standard tests, both verbal and non-verbal, looking in this direction. It is refreshing to note the self-criticism of the authors, who proceed in a dignified, cautious, scientific manner to weigh the statistics against the observations of the raw material. Here is no effort to "sell" the tests, but a sincere effort to determine how far they will point to differences, and to explain these differences in terms of causes.

The differences found are less than in previous studies. These differences vary according to the test that is used. In some cases the whites are markedly superior. In others the colored have the advantage. Incidentally, in certain tests (rational learning test) the Nashville white subjects are superior to those of New York so much as to cause comment, while on this test the Negroes make fewer errors and require fewer repetitions than do the whites.

The authors plead for experimental control as a necessary step in further efforts to make these comparisons. The influences of the environment which cause differences of scores are many, in addition to any innate differences there may be. The question as to what constitutes an adequate random sampling, and how this can be obtained in such a practical way as to represent fairly the colored element has not yet been determined. This monograph seems to be the most solid foundation work yet presented on this problem.

Personnel Research Federation A. H. SUTHERLAND

For Students and Parents

HEREDITY AND PARENTHOOD, *by Samuel C. Schmucker. 322 pp. Price $2.50 postpaid of The Survey.*

IN the first part of this book Dr. Schmucker reviews the development of modern knowledge of heredity and discusses in somewhat general terms its application to man, with particular consideration of alcoholism, health and disease, and criminality. The eugenic implications are drawn conservatively. The second part is a review of the development of sex and the part that it plays in various stages of animal evolution, ending with a detailed discussion of sex education. The whole book is the product of mature thinking, altruistic with a strong religious tinge, and notably free from either misstatement or exaggeration. It furnishes a vehicle for the teaching of a good deal of elementary but important physiology and biology that few persons get in their school days. It will be welcomed alike by students and parents, and can be recommended to them with confidence.

PAUL POPENOE

Human Betterment Foundation, Pasadena

Victorian Work Pattern

VICTORIAN WORKING WOMEN, *by Wanda Fraiken Neff. Columbia University Press. 288 pp. Price $3.50 postpaid of The Survey.*

THE title Victorian Working Women sounds anachronistic. Were there working women in the days of the thoroughly virtuous and respectable Queen Victoria? How did it happen that they played such a minor role in formulating the prevailing pattern of the Victorian era—abstract goodness, virtue, family integrity? There were approximately two million working women in England between 1830 and 1850; women who toiled in textile factories, coal mines, as dressmakers, governesses, and servants, badly exploited by the rapacious greed of the rising industrialism; women whose physical stamina was badly undermined by the insanitary conditions of their work places, by long hours of work and the malnutrition inevitable to thin purses; women whose moral standards of necessity were reflective of the lack of morals in their industrial environment.

Miss Neff has made a unique contribution to the story of the working woman for she has taken much of her material from the literature of the day, from the novels of Elizabeth Gaskell, Anna Jameson, Jane Austen and Mrs. Tonna. "The prominence of the working woman in literature is in proportion to the degree of her conformity with the traditional patterns of the age," states Miss Neff, and the working woman lived and worked in a world in direct contrast to the Victorian pattern.

The writings of this era, with the exception of the government reports, were torn between the desire to please a public interested in the animistic conflicts between good and evil—with the conquest of good prevailing—and the desire to picture the working woman as she really was. Since most of the women writers describing this period were hardly of the working class, they were unable to convey honestly the plight of the woman worker of this sore and troublesome period. Certain it is that the working women themselves had little self-consciousness, or pride in their independence, and no ability to make vocal their own attitude toward their employers, their fellow workers, and their personal surroundings.

This study is a most interesting combination of an appreciation of *belles lettres* and the economic environment of a period which gave birth to them.

THERESA WOLFSON

Hunter College, New York City

R. S. F. Books on Approval

IF you will write to F. E. Andrews, manager of the Publication Department of the Russell Sage Foundation, 130 East 22 Street, New York City, and tell him that you saw his name in The Survey, he will put your name on the Standing Order List, which means that you will receive, immediately on publication, every book and pamphlet issued by the foundation. Any which fall outside your interests may be returned. The others will be billed at six-month intervals, at a discount of 25 per cent from the list price. On the average of the last five years, this will mean a semi-annual bill of about five dollars—the price of one or two books commercially published. The total R. S. F. list to date numbers about 100 books and 400 pamphlets, of which 39 books and 145 pamphlets are at present in print.

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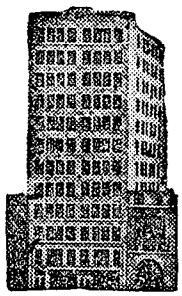

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Text of the discussion will be announced later

Communications

Speakers Wanted

TO THE EDITOR: I am chairman of the program committee of the Pittsburgh Social Workers' Club. I want to get a line on interesting speakers who may be coming through Pittsburgh this winter, and who will be glad to donate a half-hour talk to public welfare. Do you know any such persons, and if so will you give me their names and addresses so I can write to them? Or they to me. JOHN IHLDER
Granite Building, Pittsburgh

"That Blamed Old Fool"

TO THE EDITOR: I write to protest against the publication of such a story as That Blamed Old Fool, which appears in the October Graphic number of your magazine. Of course we can have no idea how much, if any, of the story is true; for one who could lie so expertly, shamelessly and convincingly to "Mother" and "Father" is quite capable of concocting the whole story. And perhaps that is what she did.

Heretofore I had thought of the Court of Domestic Relations as performing a useful work, but if it is carried on by wholesale lying it has "become the hold of every foul spirit, the cage of every unclean and hateful bird." Can you imagine an honest, decent John or Mary going to the Court of Domestic Relations after having read That Blamed Old Fool? (Even honest and decent people do have family troubles which they would be glad to be advised about in an honest, decent way.) To my mind, adultery is less a sin than lying, no matter what end the liar may have in view. No end is good enough to justify the use of bad means in its attainment. We cannot forsee the *end;* but we *can see* that whatever means we use for the attainment of what we believe to be good shall themselves be good, so far as we can judge.

"A lie is an abomination in the sight of the Lord and a very present help in time of trouble." Whatever the Court of Domestic Relations might think of the first part of the foregoing school-boy recitation, it certainly gives the last part a hearty endorsement. A lie told by a private individual is sure to work mischief, sooner or later; and when a whole department is involved the effect is disastrous. The witnesses before our courts are sworn to tell the truth; isn't it time to put our public officials under a similar obligation?

If there were no other reasons for our "crime wave" (though the Lord knows there are plenty) the easy and common acceptance of the notion that, under circumstances to be decided by the liar, it is right to tell lies, would be enough to account for it.

Yours, for full faith in the Truth, CELIA BALDWIN
Denver

TO THE EDITOR: No retractions. No regrets. Possibly no redemption. Pa and Ma are happy. So am I.
Cincinnati, Ohio MARY EDNA MCCHRISTIE

TO THE EDITOR: I am writing to express my appreciation of The Survey Graphic. It is a marvelous publishing success and you have a great eye for finding a different point of view on whatever subject you handle. I read every article in the October number. The one on China was especially illuminating. Undertow was fine. That Blamed Old Fool is something that will make a reputation for the writer if she continues along this line.
Philadelphia OTTO T. MALLERY

(*Continued on page* 368)

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GOSSIP: of People and Things

Ishbel Looks at Social Work

"WHILE I was in New York and in Washington, I tried to observe something of how Americans deal with their problems," writes Ishbel MacDonald in a copyrighted article in The New York Evening Post. "Mine could be only a surface view, for there was not time enough to examine every phase of welfare work minutely.

"But two impressions stand out: First, social work in the United States strikes me as being more introspective than social work in Great Britain. Everything that is done in America is thoroughly analyzed. I heard of an American book recently published in which the habits, tastes, desires, houses, clothing, automobiles and ideals of every citizen of a town in the Middle West were tabulated. [Middletown, by R. S. & H. M. Lynd. Through The Survey $5, postpaid.] This is the sort of looking-within-themselves that Americans so often do.

"My second impression is one of similarity rather than difference. When I visited the uptown clinic of the Henry Street Settlement in New York and saw the babies there who had had their tonsils removed, I thought, 'they might be London children!' I was informed some fifteen nationalities were represented in that building, but I could not tell one from the other. On the whole, they were fairly healthy children, too, although I knew they came from slum districts in which it is always a surprise to me to find children surviving."

Private Practitioner

CALIFORNIA, forever pioneering, now boasts of a social worker who is engaged in private practice. As reported in The Compass, Clara Taylor Warne of Los Angeles, member of the American Association of Social Workers, announces to the public "that she will engage in private social work practice. Special attention given to personal and family problems. Medical social work, nursing service and advice under physician's directions."

Non-Flaming Youth

THE Junior League takes its social work seriously. In New York, an introductory course in social work has recently been given provisional members of the league under the direction of Clare M. Tousley. Two or three times a week, for five weeks, the Junior Leaguers attended lectures on case work, crime, settlements, industry, hospital work, Negro migration, the homeless man, visiting teaching, community organization. Written examinations following each of the lectures, the attendance record and general attitude of the student all counted toward the scoring of good marks. Any J. L. not receiving a mark of 70 per cent will be dropped from provisional membership next October. After completion of the course, each student was required to sign up for some definite volunteer work for the winter.

Understanding the Aliens

A WOMAN from Jugo-Slavia was talking to a friend, one of the understanding sort, reports L. B. Everett of Berkeley. "Why do the social workers never ask us how we do certain things? They show us how to sew. I could show them many things about sewing. And they are condescending. I am of gentle birth. I feel it when they patronize me."

Death and Discipline

THESE Georgians are naive folk. During the Georgia State Nurses meeting at Rome we discovered the slogan of the leading furniture dealer, who advertises:

Furniture and Undertaking
Everything for the home.

How about a neat little casket for the living room; with a Georgia bus driver couchant? . . . And they are disciplinarians too. We heard of a man who carried his wife's false teeth to business with him each morning because he caught her eating between meals. Here's hoping he didn't forget to go home for luncheon.

A Rose by Any Other Name

SPEAKING of humor (the item above is so defined), it takes courage to try to be funny in print. Clare M. Tousley knows the trick of it. In a recent C. O. S. Bulletin she pleads with her readers to keep the Bulletin mailing list up-to-date.

"Please do tell us if we are calling you Mrs. Weakfish when your name really is Mrs. Fishback. We don't mean to be so rude, but we have a mechanical addressograph which we sometimes suspect of having a distorted sense of humor, although it looks harmless enough." Before writing this C. M. T. made sure that no member of the Weakfish or Fishback family was at present a C. O. S. contributor.

Statistics That Leap

"JUST after midnight on March 13, 1928, 12 billion gallons of water weighing 50,000,000 tons burst through the St. Francis Dam into the steep and narrow San Francisquito Canyon in Southern California, bringing death to hundreds of sleeping ranchers and their live stock. The water thundered with devasting speed down the twelve miles of rock-bound canyon to spread out gradually in the Santa Clara River Valley. With diminishing but destructive force the flood crest rapidly travelled the 65 miles to the Pacific Ocean, accomplishing a descent of 1,835 feet in that distance."

There, publicitors, is the way to dramatize statistics. It is the opening paragraph of the Red Cross report on relief operations in connection with the St. Francis Dam disaster.

Salvation for Audiences

"A SMALL sand hour-glass, designed to time the three-minute egg, played an amusing and useful part in several recent interracial and international conferences, giving warning to each discussant that his allowed time was going-going-gone," reports the Social Work Publicity Council Bulletin. In the case of speakers with a single-track mind, a little sand on the track might help in reaching the terminal. The maintenance cost would be low, for speakers usually have plenty of sand.

New York School Fellowships

THE New York School of Social Work is offering for the school year, beginning October, 1930, two fellowships of $600 each to social workers who have had at least two years of experience in social work, for a period of study at the school. April 9, 1930, is the last day for filing applications for these fellowships.

Here and There

THE NATIONAL BUREAU of Casualty and Surety Underwriters offers a graduate fellowship of $1,000 for the academic year beginning January 1, 1930, for a study in the Home Economics Department of the University of Chicago of home safety as an index of good home management.

THE IOWA Conference of Social Work, meeting in Marshalltown, October 20-22, showed good judgment in passing the following resolution: "We recommend that social work organizations subscribe to publications currently informative on social progress." But, why not come out boldly and say, "Take The Survey"?

THE MERGING of the Federation for the Support of Jewish Philanthropic Societies of New York (commonly known as the Federation) with the Brooklyn Federation of Jewish Charities was recommended in the Jewish Communal Survey of New York, made public last month. Dr. Lee K. Frankel made the report as chairman of the executive committee of the survey.

BETTER TIMES, distinguished neighbor of The Survey, announces as new associate editors William P. Beazell, of the Columbia School of Journalism, recently with the New York World; and Edward P. McKernon, of the New York Regional Plan Association.

EDWARD T. DEVINE has been cast in a new role. He was recently appointed a city health officer, so as to facilitate his work as head of the Bellevue-Yorkville Health Demonstration, New York City.

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GEORGE J. HECHT, publisher of The Parents Magazine, editor of Better Times and one of the organizers of the Welfare Council of New York, has decided that Better Times is more than a phrase. Announcement is made of his engagement to Freda Epstein of Baltimore, who for six years has been a special student of child psychology at Johns Hopkins.

DR. MAX MASON, formerly president of the University of Chicago, has been elected president of the Rockefeller Foundation, succeeding Dr. George E. Vincent, who retires on January 1.

LOUIS H. PINK, member of the New York State Housing Commission and author of The New Day in Housing, has been awarded the gold medallion of the Cooperation-in-Government Committee.

BURR BLACKBURN, who has spent the past year in Wisconsin studying the social effect of the Russell Sage Uniform Small Loan Law, is now research director of the Household Finance Corporation of Chicago.

WITH the occupation of new quarters at 244 Madison Avenue, New York, the National Federation of Day Nurseries announces the appointment as director of Mary F. Bogue, who organized and administered with understanding and efficiency the Mothers' Aid Fund of Pennsylvania.

DR. I. M. RUBINOW, recently executive director of the Zionist Organization of America, has become international secretary of the Order of B'nai B'rith, the important Jewish organization with a broad cultural and social service program. Headquarters are in the Electric Building, Cincinnati.

THE smallest community chest in the world is reported in the Catholic Charities Review. It is in China, where forty members of the faculty of Lingan University raise $2,000 annually for distribution among fifteen Chinese agencies.

Personal News

ETHEL ANDERSON appointed executive secretary, Community Chest, Colorado Springs, Colo., succeeding Charles I. Madison.

FREDERICK W. ALLEN re-elected treasurer, National Committee for Mental Hygiene.

JAMES R. ANGELL, president, Yale University, re-elected vice-president, National Committee for Mental Hygiene.

C. W. BABCOCK, formerly director, Boy Scouts, Cheyenne, Wyo., now director, Boy Scouts, Clinton, Iowa.

MARY E. BAILEY appointed executive secretary, American Red Cross chapter, Evansville, Ind.

LYDIA BANNING, chairman, Committee of Girls Workers, United Neighborhood Houses, New York City, resigned; succeeded by Lillian Robbins, headworker, Hamilton House.

ANNA I. BEESON, financial secretary, American Foundation for the Blind, died.

JOSEPH BECK, formerly with Associated Charities, Cleveland, now general secretary, Family Welfare Association, Scranton, Pa., succeeding Clarence A. Pretzer.

J. S. BECK, formerly fellow in psychology, Institute of Child Guidance, New York City, now psychologist, Boston Psychopathic Hospital.

BERTHA BEERS, formerly assistant director, Visiting Nurse Association, Newark, N. J., now district supervising nurse in Long Island, New York State Department of Health.

CLIFFORD W. BEERS, re-elected secretary, National Committee for Mental Hygiene.

MARY P. BILLMEYER, formerly with Oregon State Department of Health, now nurse consultant, State Department of Health, Boston, Mass.

HAZEL BLACK, formerly with the Family Welfare Association, Milwaukee, Wis., now medical social worker, Iowa State Hospital, Iowa City.

MARY BLANKENHORN, formerly with the New York Consumers League, now publicity secretary, Woman's City Club, New York City.

EMMANUEL BORENSTEIN, formerly case worker, Jewish Board of Guardians, New York City, now superintendent, Hebrew Orphan Asylum, Montreal.

JESSIE BOYD, appointed executive secretary, American Red Cross chapter, Hattiesburg, Miss.

LEVERETT D. BRISTOL, formerly director, Health Demonstrations, Milbank Foundation, appointed health director, American Telephone and Telegraph Company, New York City.

BESSIE BUDD, appointed superintendent of the model institution, Association for the Aid of Crippled Children, Stamford, Conn.

CLARE BUTLER, formerly with New York State Department of Health, now with research department, Y.W.C.A., New York City.

WILLIAM P. CAMPBELL, formerly director, Boys' Club, Pawtucket, R. I., now field secretary, Boys' Club Federation, New York City.

HARRY M. CASSIDY, appointed assistant professor, Department of Social Service, University of Toronto.

ALICE CHAPMAN, formerly supervisor, Family Welfare Society, Bridgeport, Conn., now general secretary, Family Welfare Society, Schenectady, N. Y.

LUCY J. COLLINS, appointed to staff, Fiscal Service Corporation, New York City.

MARY CONNELL, formerly with Catholic Charities, Newark, N. J., now supervisor, Ohio Humane Society.

ETHEL M. COTTER, formerly supervisor, Family Welfare Society, Seattle, Wash., now executive secretary, Mothers' Assistance Fund, Alleghany County, Pennsylvania, succeeding Rose M. Porter.

LOUISE COTTRELL, appointed secretary, Oregon State Child Welfare Commission, Portland.

RUTH COWAN, appointed instructor in home economics, University of Chicago.

JAMES M. CUNNINGHAM, appointed director, Child Guidance Clinic, Houston, Tex.

IRENE DONOVAN, of Minneapolis, appointed supervisor with Instructive Visiting Nurse Service, Washington, D. C.

ETHEL PULLIAM EDDY, formerly with American Red Cross, died.

ARLYN EILERT, appointed instructor in home economics, University of Chicago.

CHARLES P. EMERSON, of Indianapolis, re-elected president, National Committee for Mental Hygiene.

GEORGE FITCH, formerly superintendent of schools, Golden, Colo., now assistant director, Institute for the Crippled and Disabled, New York City.

HAZEL FRASCH, formerly with the Infant Welfare Society, Minneapolis, Minn., now public health nurse, American Red Cross, McLeod County, Glencoe, Minn.

GLENN V. FULLER, formerly accountant, Welfare Federation, Cleveland, Ohio, now assistant director, Community Fund, Canton, Ohio.

EARL F. GATES, assistant director of public information and roll call, National Headquarters, American Red Cross, Washington, D. C., resigned.

CHARLES A. GATES, formerly executive secretary, Advisory Council on Crime Prevention, Massachusetts Department of Correction, now assistant secretary, National Probation Association, New York City.

JOHN GLENDENNING, formerly with the Provident Association, Kansas City, Mo., now district supervisor, Family Service Organization, Louisville, Ky.

SAMUEL GOLDSMITH, former president, National Conference of Jewish Social Service, appointed president to fill out unexpired term of Boris D. Bogen, deceased.

J. JOSEPH GREELEY, formerly director of activities, Catholic Community Center, Fort Wayne, Ind., now assistant to the director of education, Boys' Club Federation, New York City.

ALICE ROGERS HAGER, specialist in public information, Women's Bureau, U. S. Department of Labor, resigned; to do free lance writing.

LORETTA HATTON, formerly with the Children's Aid Society, St. Louis, Mo., now with Catholic Charitable Bureau, succeeding Mary Cassin.

GEORGE HECKEROTH, appointed executive secretary, Y. M. C. A., Flushing, N. Y., succeeding Herman F. Reinhardt.

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A. HECKMAN, formerly with the Harvard Broadway Associated Charities Office, Cleveland, Ohio, now assistant to the general secretary, Associated Charities.

CHARLOTTE S. HENRY, appointed psychiatric social worker, Child Guidance Clinic, Houston, Tex.

MRS. Z. B. HICKS, formerly with the United Charities, Dallas, Tex., now general secretary, United Charities of Texarkana, Texas-Arkansas.

MARIE L'HOMMEDIEU, appointed executive director, Retirement Fund, Y.W.C.A., New York City, succeeding Frances Crittenden, deceased.

VIRGINIA R. HOWLETT, formerly with the Family Service Organization, Louisville, Ky., now district secretary, Family Welfare Association, Milwaukee, Wis.

CAROLYN HUGHES, appointed supervisor of arts and crafts, Kingsley House Settlement, Pittsburgh, Pa.

JOSEPH HUSSLEIN, formerly lecturer, School of Sociology and Social Sciences, Fordham University, New York City, now director, Department of Sociology, St. Louis University, St. Louis, Mo., succeeding Albert Muntsch, on leave of absence.

MARY JAMISON, superintendent, Grant Hospital, Columbus, Ohio, appointed president, Ohio Hospital Association.

CARL JENSEN, of Brooklyn, N. Y., appointed to staff, New York State Department of Welfare.

COMMANDANT HENRY JERRETT, formerly with the Salvation Army, Torrington, Mass., now with Salvation Army, Bridgeport, Conn., succeeding Adjutant Bloethe.

EMMY C. JOHNSON, appointed to staff, A.I.C.P., New York City.

MARIE JOHNSON, of Minneapolis, appointed supervisor with Instructive Visiting Nurse Service, Washington, D. C.

RHODA KAUFFMAN, formerly secretary, Georgia State Department of Welfare, now secretary, Committee on State Institutions and Agencies, with headquarters in Raleigh, N. C.

MARY KEYSERLING, appointed director, Council House, New York City.

NELL KIRBY, formerly general secretary, Y.W.C.A., Waukegan, Ill., now general secretary, Y.W.C.A., Davenport, Iowa.

BERTHA KLINE, appointed executive secretary, American Red Cross chapter, New Kensington, Pa.

MARTHA G. KNIGHT on staff, New England Home for Little Wanderers, Bridgeport, Conn., resigned; to be married.

NATALIE KRASNOPERA, appointed Slavic worker, International Institute, St. Louis, Mo.

CURTIS LAKEMAN, formerly associate director, Division of Publications, Commonwealth Fund, now with Commonwealth Press, Worcester, Mass., and George Grady Press, Inc., New York City.

MARY LASSITER, appointed psychologist, Child Guidance Clinic, Houston, Tex.

WILLIAM LAWRENCE, of Boston, re-elected vice-president, National Committee for Mental Hygiene.

HERBERT H. LEHMAN, lieutenant governor, New York, elected member, board of directors, National Association for the Advancement of Colored People, succeeding Louis Marshall, deceased.

CLARENCE COOK LITTLE, formerly president, University of Michigan, now director, Roscoe B. Jackson Memorial Laboratory for Cancer Research, Bar Harbor, Me.; appointed managing director, American Society for the Control of Cancer, succeeding R. V. Brokaw, now executive secretary.

BEATRICE Z. LEVEY of the Council of Social Agencies, Chicago, on year's leave to assist in Research Department, New York School of Social Work, New York City.

HARRY B. LEVEY appointed director, Child Guidance Clinic, New Orleans, La.

HENRIETTA LUND appointed service secretary, Federation of Social Agencies, Pittsburgh, Pa.

EMMA O. LUNDBERG, appointed consultant, Commission to Revise Child Welfare Laws, Boston, Mass.

HARRIET MCDOWELL, now director, Girl Scouts, Kalamazoo, Mich.

CATHERINE FRANCES MACKINNON, formerly nutritionist, midwestern branch, American Red Cross, now temporary special assistant, nutrition service, National Headquarters, Washington.

NORA MCALISTER, formerly director, Council Neighborhood House, Richmond, Va., now supervisor, Ferry Road Playground of the Smith Memorial, Philadelphia, Pa.

FLORENCE E. MCCONNELL, now executive secretary, Decatur Community Chest, Illinois.

JEANETTE MACFARQUHAR, formerly head resident, Hall Home Settlement, Bridgeport, Conn., now head worker, House of Seven Gables Settlement, Salem, Mass.

ROSE MCHUGH of the National Catholic Welfare Conference, appointed secretary,

(*Continuedon page* 365)

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DIRECTORY OF SOCIAL AGENCIES

AMERICAN BIRTH CONTROL LEAGUE, INC.—Mrs. F. Robertson Jones, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

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AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

ART EXTENSION SOCIETY, INC.—The Art Center, 65 East 56th Street, New York City. Purpose,—to extend the interest in, and appreciation of, the Fine Arts, especially by means of prints, lantern slides, traveling exhibitions, circulating libraries, etc., etc.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action and to represent Protestant church women in such national movements as they desire to promote interdenominationally.

Florence E. Quinlan, Executive Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Migrant Work, Edith E. Lowry, Secretary.
Adela J. Ballard, Western Supervisor.
Womens interdenominational groups — state and local — are promoted.

GIRLS' FRIENDLY SOCIETY OF THE U. S. A.— Florence Lukens - Newbold, Executive Secretary, 386 Fourth Avenue, New York City. A national organization for girls of all races and creeds, sponsored by the Episcopal Church, to uphold Christian standards of living and to study the conditions in which girls live, work, and play. Numbers nearly 50,000 with branches in 44 states.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA— Constituted by 27 Protestant communions. Rev. C. S. Macfarland, Rev. S. M. Cavert and Rev. J. M. Moore, Gen. Sec's.; 105 E. 22d St., New York City.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.
Committee on Goodwill between Jews and Christians, Rev. E. R. Clinchy, Sec'y.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS— Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE— Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N.Y.C. (Tel. Algonquin 9690). Promotes the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. It issues educational posters and slides and in the Knighthood of Youth provides homes and schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feeblemindedness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL CONGRESS OF PARENTS AND TEACHERS— Mrs. S. M. N. Marrs, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL CONFERENCE OF SOCIAL WORK— Miriam Van Waters, Ph.D., president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-seventh annual meeting of the Conference will be held in Boston (Hotel Statler) in June of 1930. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 1860 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of education, recreation, religious instruction and social service work for rural communities.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, INC.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by membership and voluntary contributions.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—370 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

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NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

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NATIONAL URBAN LEAGUE — For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

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Graphic: 30c per (actual) line
(12 insertions a year)

Graphic and Midmonthly 28c per (actual) line
(24 insertions a year)

(*Continued from page* 363)

Committee on Dependent Children, White House Conference.

FANNIE MCMASTER, director, Protective Dept., Florence Crittenton League, Boston, resigned and will live in Chicago.

FLORA E. MARSH, appointed assistant director, Greenwich House, succeeding Marguerite Twohy.

MARY M. MEDEIROS, Portugese secretary, International Institute, Y. W. C. A., on indefinite leave of absence.

ISABEL MEDLEY, formerly with Louisville and Jefferson County Childrens Home in Anchorage, appointed to childrens welfare dept., Catholic Charities, New York.

REV. FRANCIS MELLEN, director, Catholic Charities, Indianapolis, Ind., on leave for a year; to study at the Catholic University.

JULIA MINOR, formerly acting supervisor, Kansas City Provident Association, now district secretary, Family Welfare Society, Seattle, Wash.

WILLIAM T. MONTAVON, director, legal department, National Catholic Welfare Council, Washington, D. C., appointed Knight of the Order of St. Gregory.

ADELBERT MOOT, member of the advisory committee, National Probation Association, died.

NELLIE NASH, appointed itinerant public health nurse, American Red Cross, Spencer County, Indiana.

MARGARET NICHOLS, formerly assistant superintendent, Erie Visiting Nurse Association, now executive secretary, Visiting Nurse Association, Atlantic City, N. J., succeeding Lyle Trewick.

REINHOLD NIEBUHR, appointed chairman, Commission on the Church and Social Service, Federal Council of Churches, New York.

J. E. NORDSKOG, appointed associate professor of sociology, University of Southern California.

JOHN C. NORSK, formerly Boy Scout executive, Miami, Fla., now executive, Hamden County Council of Boy Scouts, Springfield, Mass.

DONALD C. NORTH, appointed Rhode Island State chief probation officer, succeeding William J. Harper.

PARKER L. NORTON, formerly chief probation officer, Juvenile Court, Orlando, Florida, appointed chief probation officer, Juvenile Court, Bridgeport, Conn., succeeding Minnie Kuhfuss.

GRACE O'BRIEN, executive secretary, New York Committee on Mental Hygiene, State Charities Aid Association, married to Hugh O'Neil of St. Paul.

MARGARET O'BRIEN, appointed case supervisor, central office, Diocesan Bureau of Social Service, Hartford, Conn.

GEORGE O'CONOR, director, Catholic Charitable Bureau, Boston, Mass., elected member, Commission to Revise Child Welfare Laws, Boston.

E. FRANCIS O'NEILL, appointed social service expert, Commission to Revise Child Welfare Laws, Boston, Mass.

MERLIN M. PAINE, now assistant executive secretary, Community Chest and Council, Bridgeport, Conn.

HERBERT C. PARSONS, commissioner of probation, Boston, Mass., elected member, Commission to Revise Child Welfare Laws, Boston.

W. FRANK PERSONS, appointed director, American Industrial Lenders Association, Washington, D. C.

MARIE T. PHELAN, formerly consulting nurse, Division of Maternity and Infancy, Childrens Bureau, Washington, D. C., now supervising nurse, Tuberculosis Association and Infant Welfare Nurses, Springfield, Ill.

PHILIP S. PLATT, formerly executive secretary, Associated Out-Patient Clinics Committee and assistant director, Tuberculosis and Health Association, New York, now director Palama Settlement, Honolulu.

MARTHA BELLE PIERCE, appointed to staff, Family Welfare Association, Indianapolis, Ind.

MABEL W. PORTER, formerly district secretary, Milwaukee Family Welfare Association, now general secretary, Family Welfare Society, Auburn, N. Y.

ROSE PORTER, now secretary, Children's Council, Bridgeport, Conn.

ADA H. RANKIN, returned from sabbatical leave, in charge of the Reception Bureau, Charity Organization Society, New York.

SYBIL REPPERT, formerly publicity director, Ohio Public Health Association, Columbus, now with Cleveland Public Schools.

HELEN RICHARDS, formerly on staff, Juvenile Protective Association, Washington, now in charge, Children's Division, Catholic Charities, Washington.

FRED HAMILTON RINDGE, JR., secretary, Industrial Department, National Council, Y.M.C.A., died.

E. LUCILLE ROBINSON, now secretary, Y.W. C.A., Girl Reserves, South Bend, Ind.

ELEANOR ROLLINS, formerly with Charity Organization Society, New York City, now with Social Welfare League, Seattle, Wash.

MARION E. ROTTMAN, formerly director, nursing service, Bellevue Hospital, N. Y., appointed director, division of nursing, Dept. of Hospitals, New York.

MARY SCANLON, appointed to nursing staff, Health Department, Green Bay, Wis.

ELIZABETH SCHUNK, appointed secretary, Y.W.C.A., South Bend, Ind.

B. L. SCOTT, formerly chief, Bureau of Restoration, Dept. of Welfare, Harrisburg, Pa., now executive secretary, Pennsylvania Prison Society, succeeding Albert H. Votaw.

MRS. MABEL H. SEWALL, appointed secretary, Ingham County Chapter, A.R.C., Lansing, Mich.

DR. LEWIS A. SEXTON, superintendent Hartford Hospital, Conn., elected president, American Hospital Association.

GEORGIA SIKES, appointed supervisor, public health nursing activities, Portsmouth, Ohio.

HOLLY SHANKS, formerly field secretary, Camp Fire Girls, Denver, Colo., now with Provident Association, St. Louis.

CATHERINE SHRIMPLIN, appointed health supervisor, State Normal School, Salisbury, Md.

EMILY SILVA, formerly volunteer in social work, International Institute, New Bedford, Mass., now acting Portuguese secretary, International Institute, Y.W.C.A., Providence, R. I.

CAROLINE SMITH, formerly with the outpatient department, University Hospital, Omaha, Neb., now educational supervisor, Public Health Nursing Council, Nashville, Tenn.

MRS. GEORGIA NORTH SMITH, formerly senior case worker, appointed secretary, Family Welfare Society, Champaign, Ill., succeeding Laura L. Craig.

ANNE SODEN, appointed general secretary, Y.W.C.A., Holyoke, Mass., succeeding Emma L. Zanzinger.

ETHEL SPEAS, appointed secretary, Family Service Agency, Greensboro, North Carolina.

MRS. ESTELLE STERNBERGER, elected executive secretary, World Federation of Jewish Women, New York City.

MAJOR JULIA C. STIMSON, dean, Army School of Nursing, awarded Florence Nightingale Medal by the International Committee of the Red Cross, Geneva.

(*Continued on page* 367)

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(*Continued from page* 365)

MR. STOCKWELL, chief probation officer, Milwaukee, Wis., resigned.

MABEL A. STRONG, secretary of publicity, Boston Council of Social Agencies, married to Paul Lord, Council of Social Agencies.

JAMES E. STUART, superintendent, S.P.C.C., New York, now executive director, Ohio Humane Society, Cincinnati.

RUTH E. SWIFT, formerly with Little School, Scarborough-on-Hudson, now in charge of the Nursery School, Greenwich House, N. Y.

ETHEL TAYLOR, formerly director, Department of Children's Casework, Child Welfare League of America, New York, now research secretary, C. O. S., New York.

FLORENCE TAYLOR, formerly with Associated Charities, New Orleans, now case worker, Michigan State Public School, Coldwater.

HELEN TAYLOR, A.R.C. disaster worker, appointed director of Red Cross Service, U. S. Veterans Hospital, Oteen, N. C., succeeding Mary Parr.

RUTH TAYLOR, formerly with University Clinics, Chicago, now head nurse, Department of Health, Cattaraugus County, New York.

HAZEL TEITZEL, Red Cross student in training at Peoria, appointed executive secretary, A.R.C., Butler County, Eldorado, Kansas.

CORDELIA TRIMBLE, formerly with Associated Charities, Cleveland, now with Charity Organization Society, New York.

ESTHER TWENTE, formerly executive secretary, American Red Cross Chapter, McPherson, Kansas, now executive secretary, Ford County, Kansas, Chapter.

M. D. TWITTY, now executive secretary, A.R.C. chapter, Butler County, Poplar Bluff, Missouri.

MARGUERITE TWOHY, formerly director, Greenwich House, N. Y., now regional director, Girl Scouts in southwest.

HATTIE WEAREN, now general secretary, Y.W.C.A., Wilkes-Barre, Pa., succeeding Mrs. Richard Buffem.

E. K. WICKMAN, formerly psychologist, Institute for Child Guidance, New York, now assistant on staff, Commonwealth Fund, New York.

MRS. GUY WIGGINS, appointed financial and publicitor worker, Traveler's Aid Society, N. Y., succeeding Julian B. Claff.

LOUIS WIGGINS, appointed to staff, Family Welfare Association, Indianapolis, Ind.

MARTHA WIKE, appointed assistant superintendent, Visiting Nurse Association, Erie, Pa.

LLOYD WILCOX, formerly with Oregon Tuberculosis Association, now assistant secretary, Ohio Public Health Association, Columbus, Ohio.

NELLIE L. WILLIAMS, field representative and disaster relief worker, A.R.C., resigned.

W. DARCY WILSON, appointed director, Boys' Work, Greenwich House, N. Y.

ARTHUR WITT appointed boys worker, Friendly Inn, Cleveland, Ohio.

AMY WOOD, appointed supervisor of child welfare, Visiting Nurse Association, New Haven, Conn.

COMER M. WOODWARD, formerly temporary secretary, State Dept. of Public Welfare, Atlanta, Georgia, resumes position as dean of Emory University.

DR. W. BERAN WOLFE, formerly director, Child Guidance Clinics, Vienna and London, appointed psychiatrist, Children's Court of Manhhattan.

HELEN M. WOLFE, appointed general secretary, Family Welfare Society, LaSalle, Illinois.

HARRIET YOUNG, appointed superintendent, Visiting Nurses Association, Wilkes-Barre, Pa., succeeding Miss Culver.

MARY YOUNG, formerly supervisor, Henry Street Settlement Visiting Nurse Service, New York City, now supervisor with Visiting Nurse Association, Newark, N. J.

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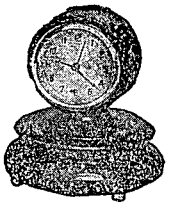

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12-15-29

(*Continued from page* 328) any reduction on essential items. Our agencies must be prepared at all times to render the service that their communities expect of them, and to do this they must have the funds required. They cannot lead a hand-to-mouth existence and their support must be assured for the period of their entire fiscal year. Special funds must be available for emergencies if these should arise.

This would apply not only to the immediately palliative work of relief agencies, hospitals, orphanages, and the like, but also to those educational and reform social programs whose work is essential to the welfare of the country.

The one field in which retrenchment or delay may be advisable, as I see it, would be in the matter of appeals for large capital funds for the construction, elaborate repair, alteration or reconstruction of plants; at times like these, which indicate caution, funds available for current maintenance ought not to be diverted for capital purposes.

With this single exception, I advise full steam ahead. Charity as usual!

COMMUNICATIONS

(*Continued from page* 360)

That Blamed Old Fool (October Survey Graphic) brings another fiction writer to The Survey who inevitably calls to mind Eleanor Wembridge. Esther Andrews' amusing and truthful sketches bring to life the characters as they did for Mrs. Wembridge's earlier stories.

The Survey promises more contributions by Miss McChristie, who is the referee in the Cincinnati Court of Domestic Relations and interprets her court experience with skill and humor.

New York City BULLETIN OF THE SOCIAL WORK PUBLICITY COUNCIL

The Contrite Book Reviewer

TO THE EDITOR: I have a confession to make, and an apology to offer. I called W. E. Orchard, in my last review, an Anglican. That is no insult to anybody; but it is an error of fact. I have since learned that he is a Free Churchman. Too late, now, to do anything but say I'm sorry, which is the truth. But I heard him speak in 1924, and he was introduced as of the Church of England. Now, Church of England, to me, means Anglican. Evidently the party who introduced him meant the Free Church of England, or else I misunderstood the introduction. In any event, Mr. Orchard was an Anglican to me, and in reading his book I didn't discover a shred of evidence to the contrary.

Now, with that brazen and inexcusable error plastered on the printed page, I can only hang my head in shame. I *am* sorry; I *do* apologize; I *will* try to reform and lead a better life; but—so help me Hannah—I still think my criticism of his position was a valid one. He may be a Free Churchman; but he did say that he wanted all the world to become Catholic, with a capital C. He did say that he wanted a papacy over the entire church. He did intimate that all non-Catholics are simply on the fringe, the rather negligible fringe at that, of Christendom. So I swatted him as well as I was able to do; and while I now beg his, and your, pardon for calling him something he wasn't, I still feel as I did about his book.

Longmont, Colorado CHARLES S. BROWN

To Mr. Brown's confession that, with the best of intentions, he called Mr. Orchard an Anglican in one line of his review in The Graphic of November 1, page 176, The Survey must add that, with no intentions whatsoever, we called him an "Angelican" in another line.

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